



A DHH Guide must be an adult who is d/Deaf, hard of hearing, d/Deaf/blind, or d/Deaf with additional disabilities. The Guide will undergo specialized training in order to provide support to families with children who are deaf or hard of hearing.

Required Hours: an average of 12.5 hours/month for a 12 month contract. The Program Coordinator may approve a reduction in hours or additional hours on a monthly basis.

Start Date: Immediately

Pay Rate: \$15/hr. Occasional travel required for trainings, outreach and events.

NOTE: This is a contract position under the supervision of the Texas Hands & Voices Guide by Your Side Program Coordinator. The program is offered in partnership with Texas Hands & Voices and the Educational Resource Center on Deafness (ERCOD). Funding is currently available through August 2014. Continuation of this position is dependent on renewal of grant. Interpreters will be provided upon request for the interview process. Submit applications to Coordinator, Chris Moody at cmoody@txgbys.org.

Questions? Call 512-462-5738 (voice). If you prefer to use a videophone (VP), please call the above number (VRS) and leave a message. Your call will be returned via VP as soon as possible.

D/HH Guides provide parents with:

- An invaluable perspective that comes from direct, personal experience
- Exposure to a variety of communication modalities and technology inside/outside the home
- Awareness of and sensitivity to issues faced by individuals who are deaf or hard of hearing
- A safe place to ask questions about hearing loss or deafness
- Hope that their child will live a full and successful life as a deaf or hard of hearing individual
- Help to create a perspective of decision making based on their d/hh child's needs, not a hearing person's desires
- An important link for extended family members who do not have direct contact with service providers, but need to increase their understanding of the unique needs of a family member who is deaf or hard of hearing
- Information regarding Deaf culture, Deaf community and resources.

In addition to providing direct parent support, DHH Guides will support Parent Guide activities across the state. This may include resource collection and distribution, attendance at family events, and participation in outreach. Their skills, abilities and experiences will be applied to the development of more effective programs and services for children and families. DHH Guides do NOT provide services such as teaching communication modalities. Instead, they provide helpful examples drawn from their life experience.

Preferred Experience and Skills:

- Experience/comfort in interacting/communicating both one-on-one and in front of groups.
- Intermediate skills with computer programs such as Word, Excel, and PowerPoint
- Post-secondary certificate or degree

Specialized Knowledge and Skills

A D/HH Guide must:

- Have a keen self-awareness and be able to distinguish between personal belief systems and bias and never manipulate or skew information shared with a family.
- Provide direct emotional support to families in order to empower them to make decisions in the best interest of their child, based on the family's values, goals, and desires.
- Be able to describe options for families in an unbiased manner consistent with the philosophy and mission of Hands & Voices.
- Be able to support families with diverse backgrounds regardless of the educational and/or communication option they utilize.
- Be able to work independently and participate in outreach to key stakeholders in order to increase awareness and promote the Texas Hands & Voices Guide By Your Side program.
- Have knowledge of local and regional resources for parents of children who are deaf, hard of hearing, deaf/blind or deaf with additional disabilities.
- Have a basic understanding of the Birth to 3/IDEA Part C early childhood systems, and IDEA Part B public education systems in the state.

Performance Expectations

A D/HH Guide must:

- Attend a mandatory initial training and/or annual training and one of two relevant trainings provided during the summer of 2014.
- Attend 85% of trainings provided, and monthly calls per year.
- Be a member in good standing with the Texas Hands & Voices organization.
- Provide his or her own transportation when traveling locally to attend social, educational or outreach events and to meet with families. Mileage for meetings out of city limits, travel and other related expenses will be reimbursed when pre-approved by the Coordinator.
- Treat all families with kindness and respect regardless of race, religion, socioeconomic status, or life style choices even if they are inconsistent or in conflict with their own values. If a Guide feels that they are unable to support a family, s/he must inform the GBYS Program Coordinator. Any unresolved or repeated occurrences of unprofessionalism of this nature may be grounds for termination.
- Complete all necessary paperwork in a timely manner. If the designated timelines cannot be met, DHH Guides are expected to contact the GBYS Program Coordinator and ask that the case/work be re-assigned.
- Maintain regular contact with the GBYS Program Coordinator and GBYS Guides. Monthly conference calls are required.
- Have access to the Internet and/or a fax machine and be willing to conduct business via email and Internet technologies, as necessary. DHH Guides may also conduct business via Skype or similar methods, phone or videophone.
- Maintain standards of confidentiality, as outlined in the GBYS program protocol
- Be authorized to work within the United States.
- Be active within their community and throughout the region in which they live and work.