

SCOPE OF SERVICES AND DELIVERABLES

CAI will provide personnel to act as a Youth Services Director. The Youth Services Director will work with the City of San Marcos, Texas State University, San Marcos CISD, and Hays County ("Core 4") to implement the recommendations and goals set forth by these entities, the Core Four Partnership Youth Coalition, Youth Task Force, and the Youth Master Plan. The Youth Services Director will consult with youth and organizations that represent youth to determine their needs and endeavor to develop programs in response to those needs. The Youth Services Director will supervise and support a Youth Services Coordinator who will assist in the implementation and coordination of the Core Four Partnership. The Youth Master Plan focuses on the development of children, youth, and young adults from birth through age 24. The plan establishes that as a community, we will strive to ensure that all of our young people are:

Academically successful and workforce ready. They will:

- Enter school ready to learn.
- Be academically productive and motivated.
- Be prepared for college and career.
- Have a healthy work ethic and skills needed by employers.

Healthy, active, and safe (physically and mentally). They will:

- Be hopeful and engaged with a sense of well-being.
- Make healthy choices.
- Have positive social and life skills.

Productive and contributing members of the community. They will:

- Have established integrity, character, and values.
- Be good stewards of resources.
- Be globally and culturally aware.
- Be socially and civically knowledgeable and connected.

The proposed position includes a senior-level Youth Services Director. This is a senior level, two-year position with the possibility for extension. Criteria for evaluation will include the character of the relationships developed with the various public and private agencies active in programs for and with youth, and the degree to which deliverables are achieved.

Qualifications for Youth Services Director

Required

- Bachelor's degree in education, mental health, social work, or youth-related field from an accredited college or university.
- 5 years managerial experience, including managing a board of directors, staffing, contract oversight, budgeting, project management, and operations, in connection with youth programming
- Demonstrated track record in successful grant application and administration
- Demonstrated respect for diverse individuals and organizations
- Knowledge of the social factors which contribute to the development of juvenile delinquency and youth crime, as well as crisis intervention, mental health, and counseling
- Extensive knowledge of existing community organizations with particular emphasis on the public and private agencies serving children and youth
- Excellent interpersonal skills, ability to speak and write effectively, attention to detail and deadlines
- Ability to coach youth leaders by demonstrating and modeling tact, initiative, resourcefulness, and emotional maturity

Preferred

- Master's degree in education, mental health, social work or youth-related field from an accredited college or university

Job Duties and Responsibilities

- Provide support to the Core Four Task Force in assessing available resources and service gaps, program conception, and directing program implementation activities
- Work with the Core Four Task Force and corresponding subcommittees in making policy recommendations to officials at the City of San Marcos and Hays County concerning the social behavior, health, and wellbeing of the community's children and youth
- Oversee and provide infrastructure and ongoing support for COSMYouth Task Force, including recruiting and advising membership and assisting youth in civic engagement activities
- Establish meaningful working relationships with City of San Marcos, Texas State University, Hays County, San Marcos CISD, external agencies, community-based organizations, and other stakeholders in the local youth services landscape in order to foster cultural, educational, and economic development
- Spearhead the SMTX Mental Health Coalition, including members of the staff and faculty at COSM, Hays County, SMCISD, Texas State University, Hill County MHDD, local healthcare providers, first responders, private schools, faith-based organizations, and non-profit and business communities, in implementing research-driven, mental health initiatives for youth across Hays County

- Spearhead the Core Four Partnership Youth Coalition, including members from key stakeholders, parents, youth, and those with an interest in youth related initiatives
- Facilitate community initiatives that support mentoring programs at San Marcos CISD
- All other duties as assigned

Deliverables

- Partner with Texas State University, San Marcos CISD, and community-based organizations to develop out-of-school time programming focused on building a college-going and career-ready culture and increasing levels of post-secondary educational attainment among teenagers throughout Hays County
- Work in tandem with the Core 4 and members of the community at large, to develop and implement a sustainable, community-wide support for mentoring programs throughout Hays County for teens focused on goal-setting and educational achievement grounded in research and best-practices
- Provide quarterly progress reports on deliverables, budget, research metrics, and program implementation to members of the Core 4 entities
- Work with Texas State University faculty in conducting research on programs that produce positive mental health outcomes in young people, collect relevant social statistics, and develop indicative longitudinal metrics to gauge efficacy of programming
- Work with Core Four partners to establish best practices for working with youth around the intersection of mental health and school safety
- Work with Hays County to support a juvenile diversion program that incorporates preventative mental health programming and creates pathways for post-secondary success
- Provide opportunities for Texas State University faculty to conduct local research on issues pertaining to mentoring, poverty, family, at-risk youth, and children
- Work with the START SMART Hays & Caldwell Coalition (this was formerly the Early Childhood Coalition) to promote kindergarten readiness