

Baby Watch Early Intervention (EI) Specialist I* Requirements

Educational prerequisites: High school diploma or Graduate Equivalency Diploma (GED) plus post-secondary school training, such as a Child Development Associate (CDA) credential, an associate degree or a non-related bachelor's degree.

Typical job responsibilities: The EI Specialist I provides direct intervention, such as planning/organizing small group activities, carrying out therapist-prescribed intervention, or serving as a service coordinator under the supervision of a professional staff member.

Competency requirements: As described in the Baby Watch Competency Standards, the EI Specialist I must "implement and apply best practice," which requires that knowledge be demonstrated through their job performance. For example, knowledge of child developmental milestones is not sufficient; an example of how this knowledge was applied is required (e.g., when communicating with parents) when planning activities.



Early Intervention Specialist I (Sample Job Description)

Personnel Standards:

The *Early Intervention Specialist I* must have a high school diploma or Graduate Equivalency Diploma (GED) plus post secondary school training (e.g., *Child Development Associate-CDA, Utah Department of Health Credential, non-related Associate or Bachelor's Degree, or college/university coursework*).

Early Intervention Specialist I (continued)

Responsibilities:

The Early Intervention Specialist I may perform a variety of specific activities, including (but not limited to):

- service coordination for children and families
- interview a parent to gather information about a child’s functioning and/or about the family’s concerns, priorities, and resources.
- work as a leader of a group of children* (see note below)
- conduct home visits* (see note below)
- participating in evaluation/assessments** (see note below)

The Early Intervention Specialist I may not provide direct services without appropriate supervision.

Supervision Requirements:

The Early Intervention Specialist I will be supervised by and Early Intervention Specialist II or Early Intervention Specialist III on at least a weekly basis including:

- case consultation related to ongoing services to a child and family
(appropriate documentation of the consultation is required)
- periodic observation of the paraprofessional while working with a child
(appropriate documentation of the observation is required)
- reviewing and signing all home visit notes, progress notes, etc.
- documentation regarding paraprofessional issues to support the following:

1. positive feedback or complaints of parents
2. issue resolution, action, or justification for no action
3. staff development activities and/or completion of professional development milestones
4. demonstration of appropriate early intervention practice
5. any other activities necessary to assure appropriate service delivery for children and families

* The well-trained Early Intervention Specialist I may perform these tasks only under supervision. This supervision must include all of the elements of the supervision requirements described below. The supervision regulations under state licensing for each discipline also apply. It will be at the discretion of the individual EI professional to determine when a paraprofessional can work without on-site supervision. The EI professional assumes responsibility for this arrangement and makes appropriate documentation of such (e.g, IFSP, lesson plans, home visit reports, progress notes, etc).

* The Early Intervention Specialist I who has been appropriately trained may assist in the completion of one of the protocols of a domain on a transdisciplinary assessment only if the EI professional is directly present and also doing part(s) of the evaluation assesement.

Baby Watch Early Intervention (EII) Specialist II* Requirements

Educational prerequisites: Minimum of a Baccalaureate Degree in a field related to early intervention, and certificate or licensure based on the highest requirements in Utah applicable to the profession or discipline in which a person provides early intervention services.

Typical job responsibilities: The EI Specialist II administers evaluations and assessments, develops Individualized Family Service Plans, provides direct services, service coordination and may be given team coordination responsibilities. The EI Specialist II may supervise an EI Aide or EI I level staff person.

Competency requirements: As described in the Baby Watch Competency standards, the EI Specialist II must “implement and apply current theory, research, and best practice,” which requires that knowledge be demonstrated through their job performance. For example, knowledge of child developmental milestones is not sufficient; an example of how this knowledge is applied according to best practice is required (e.g., when communicating with parents) when planning activities. ([sample job description following page](#))



Early Intervention Specialist II (Sample Job Description)

Personnel Standards:

The Early Intervention Specialist II will have a Bachelor's degree, or equivalent professional training, plus certification, licensure, or credential if required by the profession or State, or other comparable requirements that apply to the chosen profession or discipline

Responsibilities:

The Early Intervention Specialist II may perform a variety of specific activities, including (but not limited to):

- administer evaluations and assessments
- develop Individualized Family Service Plans
- provide direct services, service coordination
- team coordination responsibilities.

Supervision Requirements:

The Early Intervention Specialist II is supervised by the program director/ administrator or designated coordinator. Professional supervision requirements are followed as per existing statute. The Early Intervention Specialist II may supervise an Early Intervention Specialist I, or an Early Intervention Aide.