

COTTONWOOD, INCORPORATED
JOB DESCRIPTION

Revised: 8/14

DEPARTMENT: Residential

JOB TITLE: Residential Night Assistant

JOB SUMMARY: The Night Assistant offers support and assistance when necessary through the night in accordance with Person-Centered Support Planning, licensing/accreditation standards, consumer choice, and Cottonwood Policies and Procedures.

QUALIFICATIONS: High school diploma and experience in field preferred. Must have a valid driver's license and a driving record acceptable to Cottonwood's insurance carrier. Must be physically able to evacuate individuals in the event of an emergency and be able to intervene in the event of a physical conflict.

SUPERVISION RECEIVED: Residential Coordinator.

SUPERVISION GIVEN: None.

THIS POSITION IS: Non-Exempt

JOB RESPONSIBILITIES:

- *1. Respond positively and professionally to individuals served, co-workers, supervisor, agency staff, parents, and community representatives. Present positive, fair and accurate image of the agency to the public. Support Cottonwood's mission. Demonstrate the *five and fifty rule*—greeting everyone when they are within five feet and smiling when they are within fifty feet.
- *2. Provide emergency crisis intervention if needed (medical emergencies, evacuation situations, "at risk" behavioral events, etc.)
- *3. Provide transportation and operate specialized equipment as needed in a safe and appropriate manner.
- *4. Attend required meetings and training sessions to maintain competency in position.
- *5. Assist individuals with personal-care needs and collaborate with appropriate staff to ensure that health and medication, self-care, appearance, housekeeping, laundry, and safety needs are met per Cottonwood Policies and Procedures. Provide any necessary assistance (verbal or physical) with toileting, eating, bathing, and personal care.
- *6. Demonstrate competency in medication administration, as determined by nursing staff. Carry out all delegated nursing tasks (not limited to medication administration).
- *7. Ensure that the services provided enhance the independence, self-sufficiency, and productivity of the persons served.
- *8. Preserve and promote the rights, dignity, opportunities for choice, health, and safety of persons served. Develop *caring relationships* with each individual you work with using *lavish praise* and positive reinforcement.
- *9. Demonstrate zero tolerance for abusive, neglectful, and/or exploitative acts towards persons served. Report any suspected incidents according to Cottonwood policies and procedures.
- *10. Adhere to agreed-upon work schedule, report for work punctually, and assure that absences do not adversely affect the timely completion of responsibilities and unduly burden co-workers. Accurately record hours worked on timesheet.
- *11. Maintain house organization in compliance with licensing, accreditation, and individual needs and abilities with respect to housekeeping, maintenance reporting, record keeping, and documentation. Staff will provide individuals with the necessary supports to maintain their environment in a safe and healthy manner.

- *12. Participate in the Person-Centered Support Plan process as directed by the Coordinator. Assist individuals in achieving desired outcomes.
- *13. Ensure compliance with Cottonwood Policies and Procedures. Take appropriate action to correct any obviously unsafe conditions.
- 14. Complete other duties as requested.
- 15. Unique requirements of this position (additional requirements may be added as the need arises):

Employee: _____ Date: _____

Residential Coordinator: _____ Date: _____

Residential Director: _____ Date: _____

Administrator of Services: _____ Date: _____

CEO: _____ Date: _____

This Job Description does not provide the basis for an employment contract. It is intended solely to outline the qualifications and responsibilities associated with this position. These qualifications and responsibilities may be changed at any time to support and enhance the Agency's successful achievement of its mission.

***Essential Functions**

COTTONWOOD, INCORPORATED
PERFORMANCE PLANNING AND EVALUATION

NAME: _____

DATE: _____

DEPARTMENT: Residential

JOB TITLE: Night Assistant

PROCEDURE:

1. A performance planning and evaluation conference will be scheduled between the employee and supervisor. This will be done at least annually and at any time when there is a need to add additional responsibilities or change current responsibilities.

2. During the conference: a) The employee's job description will be reviewed. b) The current job responsibilities will be discussed and reviewed. c) The employee's performance outcomes will be reviewed, the rating will be discussed, and additional comments or suggestions noted. d) The employee's strengths and any suggested improvements will be discussed. e) Changes in responsibilities and/or new responsibilities to be added for the next performance period will be planned. Any additional goals will also be discussed and documented.

PERFORMANCE EVALUATION

LEVELS OF ACHIEVEMENT

3 – Exemplary 2 – Good Work 1 – Needs Improvement

Scores of “1” & “3” require a comment

PERFORMANCE OUTCOMES

RATING

*1. Respond positively and professionally to individuals served, co-workers, supervisor, agency staff, parents, and community representatives. Present positive, fair, and accurate image of the agency to the public. Support Cottonwood’s mission. Demonstrate the *five and fifty rule*—greeting everyone when they are within five feet and smiling when they are within fifty feet.

*2. Provide emergency crisis intervention if needed (medical emergencies, evacuation situations, “at risk” behavioral events, etc.)

*3. Provide transportation and operate specialized equipment as needed in a safe and appropriate manner.

*4. Attend required meetings and training sessions to maintain competency in position.

*5. Assist individuals with personal care needs and collaborate with appropriate staff to ensure that health and medication, self-care, appearance, housekeeping, laundry, and safety needs are met per Cottonwood Policies and Procedures. Provide any necessary assistance (verbal or physical) with toileting, eating, bathing, and personal care.

*6. Demonstrate competency in medication administration, as determined

by nursing staff. Carry out all delegated nursing tasks (not limited to medication administration).

*7. Ensure that the services provided enhance the independence, self-sufficiency, and productivity of the persons served.

*8. Preserve and promote the rights, dignity, opportunities for choice, health, and safety of persons served. Develop *caring relationships* with each individual you work with using *lavish praise* and positive reinforcement.

*9. Demonstrate zero tolerance for abusive, neglectful, and/or exploitative acts towards persons served. Report any suspected incidents according to Cottonwood policies and procedures.

*10. Adhere to agreed-upon work schedule, report for work punctually, and assure that absences do not adversely affect the timely completion of responsibilities and unduly burden co-workers. Accurately record hours worked on timesheet. 3-Exemplary (0-3 days) 2-Good Work (4-7 days) 1-Needs Improvement (8 or more days)

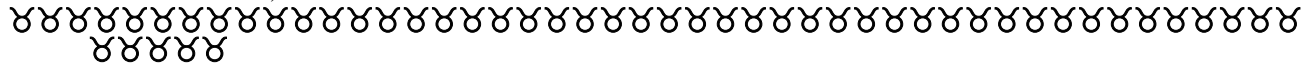
*11. Maintain house organization in compliance with licensing, accreditation, and individual needs and abilities with respect to housekeeping, maintenance reporting, record keeping, and documentation. Staff will provide individuals with the necessary supports to maintain their environment in a safe and healthy manner.

*12. Participate in the Person-Centered Support Plan process as directed by the Coordinator. Assist individuals in achieving desired outcomes.

*13. Ensure compliance with Cottonwood Polices and Procedures. Take appropriate action to correct any obviously unsafe conditions.

*14. Complete other duties as requested.

15. Unique requirements of this position (additional requirements may be added as the need arises):



TOTAL NUMERICAL SCORE: _____

AVERAGE SCORE _____

Total added score divided by number of outcomes

PERCENT SALARY INCREASE: _____

PLANNING OUTCOME

PRINCIPAL STRENGTHS: _____

SUGGESTED IMPROVEMENTS: _____

PROGRESS MADE ON LAST YEAR'S GOAL(S): _____

GOAL(S) FOR THE COMING YEAR: _____

SUPERVISOR'S COMMENTS: _____

EMPLOYEE'S COMMENTS: _____

CHANGED RESPONSIBILITIES:

ADDED:

DELETED:

ADDITIONAL GOALS:

Training expiring in next 12 months:

Mandt

Date Expiring_____

Medication Administration

Date Expiring_____

CPR

Date Expiring_____

First Aid

Date Expiring_____

Have you received any traffic citations in the past year? _____

Proof of current personal auto insurance attached:_____

Reviewed Bloodborne Pathogens:_____

Reviewed Driver Safety:_____

Reviewed Consumer Confidentiality:_____

Corporate Compliance Policy Reviewed:_____

Harassment Policy Reviewed:_____

Do you need to update any of your "Emergency Contact" information? _____

Employee:_____ Date:_____

Coordinator:_____ Date:_____

Residential Director:_____ Date:_____









Administrator of Services:_____ Date:_____

Revised: 8/14

Cottonwood, Inc. Code of Ethical Conduct

This Code of Ethics embodies certain standards of conduct for Cottonwood, Inc. including staff members and boards of trustees as the work of the organization is carried out daily. In abiding by this

code, it is understood that staff and board members view his or her obligations in as wide a context as the situation requires, taking all the principles into consideration and choosing a course of action consistent with the spirit and intent by which they were created.

-  **T** I shall promote inclusion and equitable **TREATMENT** for all people.
-  **H** I shall be **HONEST** in all communication and marketing endeavors internally and externally.
-  **U** I shall do my **UTMOST** to inform and advocate for the individuals served.
-  **M** I shall provide **MISSION** based supports and services with integrity, compassion, and respect for all individual differences and choices as a member of a well trained, competent and diverse staff.
-  **B** I shall adhere to professional **BOUNDARIES**, **act with integrity** and promote excellence for all staff.
-  **S** I shall serve as a responsible **STEWARD** for public and private funds, committed to the highest standards of conduct in all business and fiscal relationships.
-  **U** I shall **UNITE** with individuals to promote choice, inclusion, growth and development.
-  **P** I shall respect the **PRIVACY** and confidentiality of persons served.

These concepts are woven throughout Cottonwood's policies, job descriptions, corporate compliance plan, marketing, fiscal management, strategic planning, staff training, board orientation and performance reviews. They should be evident in all interactions with individuals served, co-workers, families, funders, and the public.

I am aware and will uphold the NISH Community Rehabilitation Program Ethical Standards, as listed on the back of this page.

If I become aware of any possible violations of the Code of Ethical Conduct, I should discuss it with my immediate supervisor, the Director of Human Resources, (785/840-1627) or another member of the Management Team.

I understand that violation of the Code of Ethical Conduct may be grounds for disciplinary action, up to and including termination.

Signature

Date

Revised: 03/31/2009

NISH COMMUNITY REHABILITATION PROGRAM ETHICAL STANDARDS

The Ethical Standards developed by the NISH Board of Directors present standards of conduct expected of NISH Affiliated Community Rehabilitation Programs. Whether a NISH Affiliate organization has an AbilityOne project or desires to participate in the AbilityOne program, these Standards represent essential qualities of conduct.

The Standards are:

1. We will treat people with disabilities with respect and put their aspirations and dignity first in the design and day to day operation of our organizations.
2. We will obey the law and regulations of the jurisdictions and authorities under which we operate, including Worker's Compensation, OSHA, and the Department of Labor.
3. We affirm that we are duly organized, validly existing, and in good standing under the laws of the jurisdictions, and have all the power and government authorizations necessary to own and operate our assets and carry on our business.
4. We will assure that our employees and our governing body avoids conflicts of interest.
5. We will maintain a governance structure that promotes public confidence.
6. We affirm that neither our organization, nor officers or directors are presently prohibited from participation in transactions by any federal agency, or have been indicted or convicted of or had a civil judgment for commission of fraud, or other criminal offense in regard to performing a public contract.
7. We will qualify people with severe disabilities accurately and in good faith with AbilityOne Program regulations.
8. We will affirm current compliance and agree to continued compliance with all laws and regulations applicable to federal government contractors, as well as all laws and regulations pertaining to participation in the AbilityOne Program.
9. We will file accurate and timely reports, including Committee for Purchase Annual Report 404 and IRS 990.