

## **Position Definitions**

### **Guide:**

The Guide is a paid staff position. The Guide will visit the house daily and assure that the highest quality care and environment is being delivered to the elders who live there. Part of the Guide's responsibilities are to complete a daily checklist that covers everything from food, general cleanliness of home, activities and elders attitude and appearance.

### **Sage:**

The role of the Sage is to serve as a resource person to the house, especially the Shahbazim. The Sage is a volunteer who has experience in leadership, counseling and human services as well as insight and a high level of interpersonal skills. The Sage is a role model and an advisor and acts as a liaison for the staff and administration.

### **Shahbaz:**

The Shahbaz will provide care to the elders living in the Green House®. This unique name comes from a Persian folk tale about a royal falcon. The role of the Shahbaz is to protect, sustain and nurture. Some of the other responsibilities of the Shahbaz include cooking, laundry and housekeeping. There are two Shahbazim per day shift, two per evening shift and one per night shift for each home.

### **Clinical Support Staff:**

The Clinical Support Staff consists of nurses, social workers and therapy consultants. Nurses are in each house an average of four hours per shift and can be notified by pager for immediate assistance. Social workers will continue to handle Care Plans and have at least weekly visits to the house. Therapy services will be provided as needed, much as they are in the main building.

## **Shahbaz Training**

- All Shahbaz must be a CNA or CMA.
- Serve Safe Course (4 hour food handling course)
- CPR / First Aid Class (6 hour class)
- Shahbaz Training – 40 hours of training provided by our project guides. Three of those days will be with a Shahbaz from another Green House that has been in operation for a year.
- Culinary Training – 40 hours of cooking classes. One day we will have a professional chef come to work with the staff. The remainder of the culinary training will be done by our consultant dietician and our food service manager with many hours of hands on cooking in the kitchen.
- Housekeeping and Laundry Training – 3 hours of training in basic concepts as well as handling chemicals, etc.
- Maintenance Training – 4 hours of basic home repair. Will cover basics that can be done in the house and when to call for help from our maintenance staff.
- Specialized training on house hold systems such as lifts, med pass system, tub and security systems.