

Position: Mental Health Therapist	Board Approved:
Salary Grade: TRUE – Schedule 2	FLSA: Exempt

Summary

Provides professional mental health diagnostic and treatment services for students and families in school site, residential, and community-based settings who have services included in an individualized educational plan.

Distinguishing Career Features

The Mental Health Therapist is a professional position and subject matter expert supporting integrated efforts to engage students and families into positive educational experience. The Mental Health Therapist requires professional credentials and the ability to work cooperatively with student success teams, other pupil personnel services professionals, community-based and health care professionals, students and their families. The Mental Health Therapist works as part of a mental health and social services team to coordinate, facilitate, and provide direct service to families and individuals.

This is senior-level professional work requiring the application of advanced knowledge in the area of mental health diagnosis, intervention, and consultation. Work is conducted on an independent basis, guided by managerial direction and review to ensure that programs and/or case load is properly built and administered, treatments and intervention programs are developed with accepted practice and in accordance with regulations. Case assignments are generally among the most complex in the department, although not highly unusual, requiring considerable judgment and discretion. The need to deliver services is sometimes unscheduled and crisis oriented, occasionally during odd hours.

Essential Duties and Responsibilities

- Provides direct mental health services including counseling, consultation, assessment, evaluation, individual and group therapy, and case management for students and families.
- Prepares social histories and socio-psychological analyses and diagnosis of behavioral, social, and other disabilities impacting academic achievement. Recommends and implements interventions and treatments. Documents delivery of services and progress towards goals.
- Based on diagnostic information, consultation with other mental health specialists, and supervisory direction, develops treatment plans and goals with clients. Chooses from a wide variety of therapeutic techniques and applies them in therapy sessions. Sessions may include individuals, couples, families, or groups; children, adolescents, or adults.
- Plans and provides school-based interventions for the purpose of improving social and emotional functioning that include, but are not limited to, individual and group counseling experiences, crisis intervention, home visits, and case management services.
- Plans, prepares, and conducts family education programs and workshops including, but not limited to, topics such as child-rearing and discipline.

- Provides crisis intervention, grief, and other counseling to students and families as needed during normal and off-hours.
- Serves as a liaison to regional and community resources that provide services to individuals and families in medical, psychiatric, therapeutic, and other modalities.
- Participates in case conferences involving cooperation with other pupil personnel workers, school personnel and community agencies. Makes referrals to, and serves as a liaison between school, family, and community resources.
- Participates with multidisciplinary teams focusing on student success and in IEP meetings and connects academic and behavior goals to social services interventions. May follow-up to resolve problems with academic credits and proficiency testing.
- Participates as a part of a team with other mental health professionals to evaluate mental health referrals and determine the need for additional services or more intensive mental health supports.
- May participate in mental health and social work intern training as part of 4-year college curriculum and practicum and be eligible to sign off on student experiences.
- Maintains professional competence by actively participating in in-service education provided by the District and participating in the evaluation, modification, and implementation of existing and new programs.
- Keeps up-to-date of new techniques and developments in education by maintaining contact with others in the education field (e.g., professional association and educational group members) and by reading outcome-based research materials.
- Performs other duties as required to accomplish the objectives of the position.

Qualifications

- **Knowledge and Skills**

The position requires specialized knowledge of the principles and practices associated with psychotherapy, social work, and counseling in an educational environment. Requires specialized knowledge of and experience in the use of modern treatment techniques such as family systems, ecological perspectives, school systems, and mental health. Requires knowledge and understanding of the relationship between the total educational program and pupil personnel services. Requires knowledge of the uses and limitations of assessment tests. Requires knowledge of pertinent education code provisions pertaining to the position. Requires knowledge of the IEP process and state regulations on proficiency and academic progress. Requires knowledge of development of and use of learning, diagnostic, and communication aids. Requires a working knowledge of and skill at using a computer and multimedia equipment operations including common office productivity software, internet, and computer-aided programs supporting education. Requires sufficient math skills to read and understand statistical concepts. Requires professional level writing skills sufficient to prepare case management materials and reports. Requires well-developed human relations skills to conduct interviews, conduct and facilitate therapy, and convey concepts in individual and group counseling, home, and community-based settings, and work cooperatively with a diverse population of students and parents.

- **Abilities**

Requires the skill sets to perform the responsibilities of the position including delivery of therapeutic, advisory, and counseling services. Requires the ability to learn, interpret, and apply District, State, and Federal requirements and objectives for academic achievement. Requires the ability to formulate and implement treatment plans. Requires the ability to explore alternative educational opportunities with students and families, identify crisis situations, and provide intervention. Requires the ability to conduct socio-environmental analysis and prepare social and family histories. Must be able to design and develop behavioral and instructional objectives for students. Requires the ability to work cooperatively with teachers, and pupil personnel service providers, families, and agencies. Requires the ability to contribute to productive classroom experiences. Requires the ability to organize and prioritize work and manage time effectively. Must be able to communicate in a professional manner, in both formal and informal settings with students, fellow teachers, staff and parents. Must be able to oversee the activities of instructional support staff, interns, and trainees.

- **Physical Abilities**

Requires the ability to function in school, home, and outside environments, engaged in work of a predominately sedentary nature. Requires sufficient physical ability to move to work locations. Requires the ability to grasp, reach, push, and pull and move light weight work materials and supplies. Requires sufficient arm, hand, finger dexterity to use a personal computer keyboard, multimedia, and other office equipment. Requires sufficient hearing and speaking skills to project voice and communicate with staff, students, parents and other practitioners in small group settings and in one-on-one conversations. Requires visual acuity to read printed materials and computer screens, observe students perform assignments, and observe moving objects and events. Requires the ability to work at more than one school site.

- **Education and Experience**

A valid California Pupil Personnel Services Credential. The position requires a Master's degree in counseling, clinical social work, or psychology and a California license as a marriage and family therapist, clinical social worker or clinical psychologist.

- **Licenses and Certificates**

Requires a valid driver's license.

- **Working Conditions**

Work is performed in indoor and outdoor environment where there is some exposure to safety considerations when working with at-risk students.

This job/class description, describes the general nature of the work performed, representative duties as well as the typical qualifications needed for acceptable performance. It is not intended to be a complete list of all responsibilities, duties, work steps, and skills required of the job..