

SCHOOL SITE THERAPIST/COUNSELOR

DESCRIPTION

Under the direction of the Superintendent, the therapist/counselor promotes the academic, physical, social and emotional growth of children and youth by assisting families and school staff in building their capacity to meet the needs of the whole child.

MINIMUM QUALIFICATIONS

- Valid California Pupil Personnel Services Credential. Professional license in Social Work (LCSW) or Marriage and Family Therapist (MFT) preferred
- Valid California Driver's license
- Experience collaborating with community based organizations and other county agencies
- Experience providing case management, facilitating support groups, and counseling in a school setting or with school age children and youth
- Excellent communication and interpersonal skills, experience working with multidisciplinary teams, bi-cultural, bilingual desired
- Knowledge and experience with computers, including: word processing, databases, and internet access
- Knowledge and experience working with the Positive Behavior Support or comparable model preferred

DUTIES

1. Support the delivery of student mental health services by participating on the Student Success and Student Attendance Review Teams to address the behavioral and attendance needs of students.
2. Provide individual and group mental health counseling to students; confer as needed with parents, teacher and others regarding student mental health needs including school wide positive behavior plans.
3. Identify and counsel a variety of students with special needs including truants, under achieving and academically deficient individuals and students with social, emotional, or behavioral problems.
4. Assist the principal in developing behavior management and interventions/plans.
5. Consult with parents regarding the development of behavioral interventions for students including recommendations for home support of school goals.
6. Consult with school site personnel and collaboratively develop a plan to increase a positive school climate that will foster student achievement.
7. Provide and conduct home visits, as appropriate.
8. Collaborate with appropriate site and district staff to develop and present parent workshops.
9. Refer students to social service and governmental agencies, support groups and other community resources as appropriate; consult with law enforcement agencies regarding students as necessary.
10. Provide resources and coordinate services for identified students and families to increase school capacity in addressing mental health concerns.
11. Attend and/or facilitate meetings, workshops and professional development.
12. Collaborate with other school staff to increase awareness of health-related policies and practices.
13. Provide crisis support as needed.
14. Prepare paperwork and data for Medi-Cal billing, as required.

OTHER DUTIES

Perform additional professional duties/responsibilities as assigned

Adhere to procedures according to specific guidelines and professional standards.

ABILITY TO

- Make quick and accurate clinical assessments of mental and behavioral conditions
- Design and implement clinical pathways and protocols for treatment of selected mental and behavioral conditions
- Train and teach effective behavioral health interventions and the primary behavioral health model
- Work effectively as a team, interfacing with students, and support staff
- Exercise balanced judgment in evaluating situations and making decisions, and handle difficult or confrontational situations in a calm, consistent and equitable manner
- Resolve interpersonal conflict in a straightforward and timely manner
- Meet schedules and time lines
- Work independently with little direction
- Plan and organize work
- Communicate effectively both orally and in writing
- Establish and maintain cooperative and effective working relationships with others

WORKING CONDITIONS

- Weather: Exposure to hot, cold, wet, snowy, humid or windy conditions
- Heat: Exposure to non-weather hot temperatures
- Noise: Exposure to constant or intermittent sounds of a pitch and level sufficient to cause marked distraction. Rating 3-4
- Atmospheric Conditions: Exposure to conditions, such as chemical fumes, noxious odors, dust, mist, gases, poor ventilation that affect the respiratory system, the eyes, or the skin
- Hazards: moving equipment, electrical shock if audio/visual equipment is used, high, exposed places, radiant energy, explosives (such as gasoline), cleaning solvents

Jamestown School District understands that an ergonomic job analysis must be completed in order to meet the requirements for the American's with Disabilities Act (ADA). One of the outcomes of the ergonomic job analysis is the determination of one or more job specific tests that will either qualify or disqualify the post-offer or post-employment (fit for duty) candidate for the position.

The Company representative hereby acknowledges the following as valid job specific tests:

Job Specific Test I Applicant must be able to lift a 35 pound NIOSH Box from the floor to a height of 31 inches. (as in lifting a book bag or box of books onto a desk)

Job Specific Test II Applicant must be able to lift 15 pound NIOSH box from the ground to a 60 inch high shelf; as in placing books or other materials onto a book shelf.

Job Specific Test III Applicant must be able to attain a push force of 30 pounds. As in pushing and moving desks or other objects in the classroom

Job Specific Test IV Repetitive activities to include:

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Squat 20 times, Reach Overhead 20 times, Trunk Forward Flexion 20 times, Ascend and Descend step stool 4 steps (2 up and 2 down repeat 2 times), Hand activities for: fine manipulation (pick up 20 paper clips), firm grasping (complete the grip test), and simple grasping (pick up a regular size pen or pencil 10 times).

The Company representative hereby acknowledges the following as valid physical requirements:

1. Employee lifts/carries 35 pounds occasionally (less than 33% of the time).
2. Employee lifts/carries 15 pounds frequently (34-66% of the time).
3. Employee lifts/carries 5 pounds constantly (67-100% of the time).
4. Employee's position requires pushing a maximum force of 30 pounds on objects.
5. Employee's position requires pulling a maximum force of 30 pounds on objects.

Pass/Fail Criteria (must meet this level prior to Job Specific Testing):

35 pound floor to knuckle lift
15 pound shoulder to overhead

Employment Period: Based on the school calendar (180 Days)

Salary Schedule: Professional