

GLADE RUN LUTHERAN SERVICES
Zelienople, PA

JOB DESCRIPTION

POSITION: School Based Therapist – Mental Health Partnership –
Licensed/Credentialed

AGENCY LEVEL: 4

SUPERVISOR: Supervisor of School Based Services

DEPARTMENT: Family Support and Clinical Services

DIVISION: Program Excellence

FLSA STATUS: Non-exempt (part time)
Exempt (full time)

Employees Supervised: None

REQUIREMENTS:

Academic:

1. Master's degree in a counseling related field, and one-year experience required. Professional license and credentialed required.

Physical Requirements:

1. Must have audio/visual/verbal activity to provide supervision for the clients and to perform essential job function.

Emotional Requirements:

1. Must have emotional stability to perform essential job functions.

Other Requirements:

1. Ability to establish and maintain effective working relations with agency personnel and community agencies.
2. Ability to accept supervision.
3. Ability to adjust hours to job requirements.
4. Ability to work independently.
5. Must possess good written and verbal communication skills.
6. Ability to protect the confidentiality of the clients.
7. Ability to identify with the agency's mission statement and support the agency's core values.
8. Must have current Act 33/34 and FBI Clearances.

KNOWLEDGE AREAS:

- Individual and Family Therapy
- Theological Knowledge and Sensitivity
- Positive Discipline
- Therapeutic Interventions
- Child Protective Services Law
- Treatment of Sexual, Physical, and Emotional Abuse
- Behavioral Modification
- Behavioral Management
- Marital Counseling

POPULATION SERVED:

Disabilities:

1. The clients served are either adjudicated dependent, delinquent youth or voluntary mental health treatment.
2. Employment at Glade Run Lutheran Services may require working with clients who have a mental health diagnosis, which may include:
 - a. Attention Deficit/Hyperactivity Disorder
 - b. Conduct Disorder
 - c. Oppositional Defiant Disorder
 - d. Borderline Personality Disorder
 - e. Borderline Intellectual Functioning
 - f. Depression
 - g. Dysthymic
 - h. Bipolar Disorder
 - i. Developmental Disabilities
3. Employment at Glade Run Lutheran Services may require working with clients with a dual diagnosis, which may include:
 - a. Mental Retardation
 - b. Mental Health
 - c. Substance Abuse

ON-THE-JOB-HAZARDS

1. Employment at Glade Run Lutheran Services may require working with clients who are HIV-positive, have Hepatitis, or other communicable diseases.
2. At times, direct care staff may need to become involved in physical interventions with clients with aggressive/assaultive behavior. This action may pose risk of injury to staff or staff property.

AGENCY EXPECTATIONS: Staff are expected to:

1. Preserve the positive public image of the agency and its staff.
2. Be familiar with agency's policies and procedures and function within the directives provided.

3. Have the ability to work under supervision.
4. Have a variety of interests that could be utilized in teaching the clients.
5. Have an ability to function independently.
6. Be a good adult role model.

ANNUAL REQUIREMENTS:

Training: Therapists are required to complete designated trainings relating to performance of job annually.

Medical/Physical: Therapists are required to get a post-offer TB test and drug screening.

CORE COMPETENCIES:

1. Complete intakes (inclusive of psycho-social assessment, initial treatment plan and required legal consents) for assigned school-based clients in accordance with outpatient regulations.
2. Develop measurable treatment plan goals in collaboration with the assigned school-based client (and legal guardian when indicated).
3. Complete treatment reviews in accordance with outpatient regulations.
4. Provide individual, group and family therapy as indicated in the treatment plan.
5. Complete clinical progress notes in a timely manner and include references to the treatment plan.
6. Consult with designated psychiatrist and school-based supervisor regularly to ensure effective collaboration and quality of service.
7. Participate in individual and group clinical supervision activities as scheduled.
8. Communicate and collaborate with designated school district personnel when indicated.
9. Attend in-service and professional development activities as scheduled.

Other Duties:

1. Enter clinical documentation in the Electronic Medical Record (EMR) in a timely manner.
2. Enter service delivery report data. (Full time SBT-MHP to maintain 50% direct service time weekly).

SYSTEM WIDE GENERAL COMPETENCIES:

1. Accountability:
 - a. Completes work assignments with minimal supervision
 - b. Attendance and punctuality: is dependable
2. Communications:
 - a. Keeps others adequately informed
 - b. Effective written and verbal communication skills

3. Customer Service:
 - a. Displays courtesy and sensitivity
 - b. Considers the perspectives of diverse populations
4. Core Values:
5. Judgment/Decision Making:
 - a. Evaluates situations and makes good decisions
6. Initiative:
 - a. Identifies problems and attempts to resolve in early stages
 - b. Offers creative suggestions
7. Training:
 - a. Complete required training
8. Supervisors Only:
 - a. Timeliness of PAS and other required
 - 3 = 85% or more
 - 1 = 84% or less

*This Job Description is not intended to be all-inclusive, and employees will perform other reasonably related business duties as assigned by immediate supervisor or other management as required.

*This organization reserves the right to revise or change job duties and responsibilities as the need arises with appropriate notice to employees. This Job Description does not constitute a written or implied contract of employment.

I have read the above job description and understand the duties and expectations that will be required of me.

Employee Signature

Date

Approved By:

Director of Human Resources

Date

Director of Family Support & Clinical Services - Pittsburgh

Date

Director of Family Support & Clinical Services – Butler/BF

Date

Vice President for Program Excellence

Date

President/CEO

Date

7/13