

TITLE: Residential Therapist

PROGRAM: Residential Services— Servants Heart Residential Treatment Center

PRIMARY FUNCTION/PURPOSE

Provide individual, family and group therapy, crisis intervention for children in residential treatment.

Provide comprehensive clinical and case management services to residents and their families.

ESSENTIAL DUTIES AND RESPONSIBILITIES

- Provide diagnostic assessment, and treatment services, including individual and group counseling sessions for the children in care using Trauma Focused - Cognitive Behavioral Therapy.
- Writes assessment reports, treatment plans, and reviews treatment plans for assigned cases in accordance with acceptable clinical standards and minimum licensing standards for General Residential Operations—Residential Treatment Centers.
- Responsible for formulating, implementing and documenting in a timely manner treatment strategies for clients and their families on their assigned caseload.
- Maintain client and program records in accordance with applicable standards to include Minimum Licensing Standards for General Residential Operations, Council on Accreditation, and agency standards.
- Coordinates needed medical referrals for assigned children.
- Ensure youth group sessions are conducted weekly as scheduled by the Clinical Director and ensure at least one direct care staff participates in the group.
- Reschedule missed sessions within the week even if this requires conducting the session after 5:00PM or on the weekend.
- Acts as a liaison between DFPS Case Managers, school personnel, families and agency staff to facilitate communication and involvement in assessment, treatment, and discharge planning.

- Expected to carry a case load of 10-12 clients with assigned target of 12 weekly billable hours (billable hour is one that is accepted by IMHS for payment) and submit monthly therapy billing statements to the Clinical Director by the third working day of each month for review.
- Responsible for monitoring approved third party sessions and requesting in timely manner additional sessions if appropriate before the approved sessions expire.
- Facilitate and maintain appropriate communications and relationships between the Program Director, other agency program staff, professionals and consumer groups in the community.
- Report all reportable incidents, medication errors and child injuries and illnesses requiring outside medical attention to the Clinical Director.
- Provides consultation to direct care staff and assist in the continuing professional development of direct care staff and shift supervisors. Provide development opportunities through feedback and coaching.
- Participate in face-to-face clinical supervision sessions once or twice a month with the Clinical director to review cases and discuss treatment interventions
- Member of the program's interdisciplinary treatment team and expected to participate in *Residential Treatment Team* meetings as least every other week, more frequently if necessary, to review youth behaviors, current behavior treatment strategies, medication management, consequence sheets, etc., and post updated treatment plans for Shift Supervisors. Attends agency staff meetings as needed.
- Expected to actively participate in staff transition periods (shift changes) and be present on the floor during after school hours (3pm-6pm transition time) at least three times a week to provide assistance and share Trauma Informed Care techniques with the Shift Supervisors regarding strategies to deal with behaviors and provide follow up in between Treatment Team meetings.
- Scheduled for after hour's on-call and expected to make at least one evening visit of the facility and a 3-4 hour weekend observation time on the floor to support staff and children during regular routines and activities. Times will be determined by the clinical need of the children and the specific guidance of the Program Director and scheduled by the Clinical Director who will make available to the on-call therapist the on-call physicians for emergency psychiatric consultation.
- Participates with residents and direct care staff during a minimum of one meal per week.

- Maintain confidentiality of sensitive information. Understand and adhere to Code of Ethics. Ensure alignment with organizational values, goals and directives in all work performed.
- Responsible for understanding and demonstrating the theory and skills required to reduce use of emergency behavior interventions (aka containments/restraints).
- Responsible to be informed and skilled in the safe use of emergency behavior intervention (aka containment/restraints) including knowledge of physical and emotional risk factors.
- Represents the agency in the community and in professional organizations and groups. Conducts presentations to the community as requested.
- Participate in continuing education activities, remaining knowledgeable in areas of trauma informed care and fulfill the established agency annual required staff training.
- Responsible for own personal safety, your co-workers, and others that might enter your work area.
- Responsible for administrative duties as assigned; for example, review of documentation for compliance with standards, supervision of assigned staff, coordination of team meetings.
- Performs other specified duties as assigned

GENERAL EXPECTATIONS

- Effective application of clinical knowledge, skills, values and ethics in treatment of children and families.
- Work effectively as a member of the program's treatment team.
- Utilizes Trauma Focused - Cognitive Behavioral Therapy

REQUIREMENTS

- The applicant is required to have a clinical license, LPC, LCSW, LMFT or PhD. and be eligible to bill Medicaid and IMHS.
- Required to be trained in Trauma Focused-Cognitive Behavioral Therapy.
- Minimum of two years of experience providing treatment services for children with an emotional disorder, including one year in a residential setting.
- Computer literate with Microsoft Office (Word, Excel, PowerPoint) and Microsoft Outlook
- Able to collaborate with the Treatment Center's Program Manager, Clinical Director, and direct care staff

- Favorable background check; TB test at time of employment and completion of questionnaire annually
- Able to communicate, orally and in writing, clearly, accurately, and descriptively using appropriate vocabulary, grammar, and language
- Strong organizational, analytical, creative thinking and problem solving abilities
- Skills in organizing work in a responsible way in an environment with multiple challenges and priorities
- Ability to engage and communicate effectively with persons from diverse cultures and communities, as well as from different groups, including children, their parents, agency colleagues, support staff members, supervisors, administrators, and the legal and judicial system/good public presence
- Access to reliable and safe transportation for self
- Carry a cell phone; on-call as required
- Working knowledge of Minimum Licensing Standards for General Residential Operations and Youth for Tomorrow therapeutic services requirements.

DESCRIPTION OF WORKING ENVIRONMENT

This is a full time position in the KCI Servant's Heart Residential Treatment Center and the physical demands of the position are generally sedentary—the working environment is inside. However, reacting to service demands will be constant and time-consuming and occasional after hour observations at the facility are required. The stress and strain of serving children age 5 to 12 years old in a residential treatment setting cannot be underestimated. Generally, a person will have to be in good health and spirits to sustain the activity necessary. The schedule is flexible and should allow for evening and weekend work averaging approximately 40 hours a week.

DESCRIPTION OF ORGANIZATIONAL RELATIONSHIP/REPORTING RELATIONSHIPS

Supervisor: Clinical Director

Supervises: NA

Employee: Print Name

Signature

Date

Supervisor: Print Name

Signature

Date