



POSITION TITLE: Mental Health Therapist
EMPLOYMENT STATUS: Full-Time; Exempt
Location/Campus: District
Reporting Agency: SERS
LICENSURE/CERTIFICATION/QUALIFICATIONS:

1. Current LSW (license in social work)
2. Submission of professional application materials.
3. Valid Ohio driver's license and access to a vehicle
4. Prior experience working with students preferred

CONTRACT: Employment contract is contingent upon availability of funding; contract days determined by the school district; other terms and conditions of employment as per the School Board policies and procedures.

SALARY: Based on salary schedule and/or commensurate with experience and education.

DESCRIPTION: Under the direction of the Director of Special Education and Student Services, provide specialized support, assistance and related treatment, learning and therapeutic activities to identified special education and general education students with behavioral issues; develop and implement positive behavior training programs, behavior modification activities, and related plans and interventions to meet the educational needs of students.

POSITION RESPONSIBILITIES:

1. Identify students who need additional behavioral supports and design and implement behavior plans where needed
2. Provide training to staff on trauma informed practices, behavior management and modification, and other mental health topics as needed
3. Conduct mental health analyses to identify student needs and issues.
4. Establish and maintain behavioral goals and objectives for individual students; monitor, assess and adjust behavior modification activities, behavior training programs and related plans and strategies in response to student needs, behavioral issues and progress.
5. Provide specialized support in the development and implementation of Individualized Education Plan (IEP) goals, objectives and related behavior planning; monitor and assess IEP goals; attend and participate in IEP and various other staff meetings.
6. Provide case management services in support of assigned students
7. Work with staff on designing and implementing classrooms and behavior support activities
8. Coordinate behavior support services and related communications and information between IEP team, staff, teachers and others
9. Keep others current regarding student behavioral progress.
10. Collaborate with Director of Partnerships and Family Engagement to identify community organizations that support mental health and design partnerships
11. Conduct group therapy at each lab
12. Observe and analyze student behavior in the lab
13. Monitor student behavior in the home through telephone communications and home visits, as needed



14. Provide technical support to teachers with monitoring, implementing and supervising students in classrooms
15. Communicate with students, staff, faculty, families and outside agencies to exchange information and resolve issues or concerns.
16. Use GOAL software to increase productivity and efficiency
17. Prepare detailed and concise notes regarding student progress; compile information and data and prepare and maintain various records, reports and files related to students, behavior plans, IEP's, observations, training programs and assigned activities.
18. Attend mandatory trainings as required for this position.
19. Attend six face to face staff meetings at Mansfield lab and graduation
20. Online state mandated trainings for accreditation, ie Public Schoolworks, Child Abuse, Gifted, etc.
21. Serve as a mentor for an assigned group of students. Mentors are expected to make weekly contact in an effort to build and maintain relationships with students and their families. Weekly contact should include grades, attendance, important school events and support needed for academic success.
22. Perform related duties as assigned.

Measure of success:

- Caseload review based on early warning system
- Delivery of group sessions at each lab
- Attendance at area support organization meetings
- Delivery of professional development at each staff meeting

SKILLS, ABILITIES AND KNOWLEDGE:

- Knowledge of principles, practices, procedures and techniques involved in providing behavioral support and related treatment, learning and therapeutic activities;
- Knowledge of behavior characteristics of severely emotionally disturbed students;
- Knowledge of principles, practices and methods used in the observation and assessment of student needs, behavioral problems and progress;
- Knowledge of behavioral management and positive behavioral intervention techniques;
- Ability to apply knowledge of practices, procedures and techniques involved in developing and implementing positive behavior training programs, behavior modification activities, and related plans, systems and interventions.
- Ability to apply knowledge of student guidance principles and practices related to students with behavior issues; instructional methods, strategies and techniques related to students with severe disabilities;
- Correct English usage, grammar, spelling, punctuation and vocabulary;
- Knowledge of problems and concerns of students with special needs and best practices for addressing them;
- High oral and written communication skills;
- Exemplary interpersonal skills using tact, patience and courtesy;
- Ability to keep accurate records and prepare reports
- Ability to design specialized support, assistance and related treatment, learning and therapeutic activities to identified special education students with behavioral issues;
- Knowledge of IEPs and behavior planning
- Understand and relate to students with special needs;
- Meet schedules and timelines;
- Analyze situations accurately and adopt an effective course of action;



- Operate standard office and classroom equipment including a computer and assigned software;
- Maintain records and prepare reports;
- Communicate effectively both orally and in writing;
- Establish and maintain cooperative and effective working relationships with others;
- Model appropriate behavior around and interact appropriately with school age children and adults;
- Maintain regular attendance

PHYSICAL DEMANDS & WORK ENVIRONMENT:

The physical demands described are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing duties of this job, the employee is regularly required to sit, walk, talk, or hear, and operate a computer and other technology devices.

The employee must occasionally lift and/or move up to fifty pounds (e.g. notebooks, reports). Specific vision duties of this job include close vision.

The noise level in the work environment is relatively quiet but may escalate in group or event settings. The work environment may include exposure to disease and infections.

The employee may be required to deal with students with behavioral risks.

This position may require attendance at meetings outside of regular work hours (e.g. early morning, after school).

This position involves stress as a result of the responsibility to ensure that laws, regulations and procedural rules are followed, the responsibility of dealing with individual student concerns and maintaining student discipline, and the demands of maintaining effective communication with other staff members, students and parents.

ADDITIONAL REQUIREMENTS:

The employee shall remain free of any alcohol or non-prescribed controlled substance in the workplace throughout his/her employment at GOAL Digital Academy.

The employee must complete a satisfactory background check.

The employee shall have a valid driver's license and available transportation.

The employee is responsible for familiarizing him/herself with the GOAL Digital Academy Handbook as well as Board Policy employee expectations.

This job description is subject to change and in no manner states or implies that these are the only duties and responsibilities to be performed by the employee.

The employee will be required to follow the instructions and perform duties required by the employee's supervisor and/or Superintendent.



This position description indicates the general nature and level of work expected of incumbent. It is not intended to be a comprehensive listing of all activities, duties and responsibilities required of incumbent. This position description is designed to illustrate the minimum requirements of the job. The performance appraisal for this position will evaluate the incumbent's ability to meet or exceed the minimum requirements of the job.

Employee Signature/Date

Supervisor Signature/Date