

Job Description

Job Title: Therapist, LCSW/LPC
(Supervisee in Social Work/Resident in Counseling)

Supervisor: Student Support Supervisor

Position Code: 2E22 / BE22

Pay Grade: 40

Job Classification: Exempt

Contract Length: 202, 220, 245 Days

Job Summary

Position provides outpatient therapy services to students; develops prevention and intervention strategies; assesses students and families; provides case management; monitors student progress; and makes referrals. Position is primarily responsible for student access to services such as individual, group, and family therapy. Position is responsible for crisis intervention, peer/family counseling and support, screening, assessment, brief treatment, consultative services, education and engagement, linkage to community resources, outreach and advocacy.

Essential Duties

1. Implements school based outpatient therapy program for Newport News Public Schools students.
2. Collaborates with school staff to develop intervention and prevention strategies for students and develops individualized service plans to facilitate achievement.
3. Communicates with school staff and treatment team (Primary Care Practitioner (PCP), Psychiatrist, In-Home Counselor, etc.).
4. Conducts individual, group, and family therapy sessions in areas of trauma, crisis intervention, family intervention, problem solving/decision making, conflict resolution, coping skills, grief, and anger management.
5. Timely completion of written records for each student receiving therapy services to include but not limited to: intake assessment and notes; progress notes; treatment plan; any other form found to be applicable to school based outpatient therapy services.
6. Provides families with information related to the needs of their child and acts as a resource to parents/guardians by providing family support referrals and resources.
7. Serves as a liaison between their assigned school and such agencies as human services, court services, community services board, and/or community based mental health agencies regarding mental health care therapy services, substance abuse, and/or social emotional concerns affecting a student's progress in the academic, home, and community environment.
8. Acts as a resource to administrators, school counselors, school psychologists, school social workers, student support specialist, teachers, and health services personnel at the assigned school regarding the school based therapy program.
9. Conducts staff development activities geared toward prevention and intervention initiatives.
10. Acts as a member of the school crisis team and provides referral services as needed under the supervision of the Student Support Supervisor.
11. Maintains necessary records and reports ensuring confidentiality of students and their families.
12. Inputs information for student services in shared data base.
13. Assists in developing and implementing crisis intervention, trauma informed care, student and family support interventions, problem solving/decision making, grief, anger management, and substance abuse programs under the supervision of the Student Support Supervisor.
14. Models nondiscriminatory practices in all activities.

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

Other Duties

1. Performs any other related duties as assigned by the Student Support Supervisor or other appropriate administrator.
2. Attends and participates in clinical supervision provided by a NNPS employed Licensed Clinical Social Worker or a Licensed Professional Counselor (applies to Supervisee in Social Work or Resident in Counseling only).

Job Specifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities, who are otherwise qualified, to perform the essential functions.

Minimum Qualifications (Knowledge, Skills & Abilities Required)

Must possess an active, unrestricted Virginia Department of Health Professionals clinical license (LCSW or LPC) in the State of Virginia (must be fully licensed) is preferred. Exceptions for provisional hiring will be made for candidates that are Virginia Board of Social Work approved Supervisee in Social Work or Virginia Board of Counseling approved Resident in Counseling. At least 3 years of post-licensure, Supervisee in Social Work, or Resident in Counseling experience providing individual, group, and family therapy is preferred. At least 3 years of post-licensure, Supervisee in Social Work, or Resident in Counseling experience providing crisis intervention, counseling, and substance abuse prevention education and treatment for school aged children; or any equivalent combination of education and experience that would provide the noted knowledge, skills, and abilities. Must possess a demonstrated knowledge and understanding of trauma informed care, substance abuse education, mental health services, and referral resources. Must possess excellent assessment, therapy provision, case management, crisis intervention, interpersonal, conflict mediation, and communication skills. Must possess the ability to conduct individual and group therapy sessions, assessments, workshops, and activities for students and their families. Must possess the ability to establish and maintain effective working relationships with students, families, staff, and outside agencies.

Working Conditions & Physical Demands

The physical requirements described herein are representative of those which 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, who are otherwise qualified, to perform the essential functions. Exhibit manual dexterity to dial a telephone, to enter data into a computer terminal/typewriter, and to perform; see and read a computer screen and printed material with or without vision aids; hear and understand speech at normal levels and on the telephone; speak in audible tones so that others may understand clearly in person and on the telephone; ability to understand and follow oral and written instructions; physical agility to lift up to 25 pounds.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Duties are normally performed in an office environment.

Supervision Exercised: None

Supervision Received: Student Support Supervisor

This job description in no way states or implies that these are the only duties to be performed by this employee. The Therapist, LCSW/LPC will be required to follow any other instructions and to perform any other related duties as assigned by the Student Support Supervisor or appropriate administrator. Newport News Public Schools reserves the right to update, revise or change this job description and related duties at any time.

Approvals:

Supervisor

Date

I acknowledge that I have received and read this job description.

Employee Name (Print)

Signature

Date