

Employment Opportunity

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Notice Of Vacancy

Position: Mental Health Therapist

Status: Full-time (260 days, 8 hours per day)

Salary Range: \$73,482-\$77,995 (annual salary)

Posted Date: May 2, 2023

Starting Date: October 16, 2023 (anticipated)

Location: Educational Service District 105
33 South Second Avenue, Yakima, WA 98902

Job Description and Qualifications: See below

Application Procedure – Applicants apply through the ESD 105 Fast Track on-line application system at www.esd105.org under the Human Resources link, and ESD 105 Job Opportunities.

Medical, vision, dental, paid leave benefits and retirement options are available for employees. More information can be found at: [ESD105 Benefits](#).

Deadline to apply: Open Until Filled

Immigration Reform and Control Act Requirement: The recommended applicant, if not a current regular employee, will be required to complete an INS 1-9 form and must provide proof of employment eligibility.

Background Check: All new employees who will have unsupervised access to children must complete a satisfactory fingerprint check with the Washington State Patrol and the FBI. All employment is considered temporary until receipt of the satisfactory background check.

Employment: ESD 105 shall provide equal employment opportunity and treatment for all applicants and staff in recruitment, hiring, retention, assignment, transfer, promotion, and training. Such equal employment opportunity shall be provided without discrimination with respect to race, creed, religion, color, national origin, age, honorably-discharged veteran or military status, sex, sexual orientation including gender expression or identity, marital status, the presence of any sensory, mental or physical disability, or the use of a trained dog guide or service animal by a person with a disability. Domestic partners registered with the state of Washington will be offered the same rights/benefits as spouses to the extent that treatment is not in conflict with state or federal law. Inquiries regarding compliance procedures may be directed to the ESD's Title IX/RCW28A.640 Officer and Section 504/ADA Coordinator, Veronica Naranjo, Human Resources Director, 33 So. Second Ave., Yakima, WA (509) 454-2858

ESD 105 is an Equal Opportunity Employer

Placement:
C-0 (Masters Degree)
B-0 (Actively enrolled in
Masters Program)

POSITION DESCRIPTION

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| Job Title: Mental Health Therapist Migrant Education | Directly Responsible To: Mental Health Programs Manager |
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Job Summary:

The ESD 105 Migrant Education Program is looking for an experienced Mental Health Therapist to provide evidence-based and trauma-informed mental health support and services to migrant students and their families. The Mental Health Therapist will utilize student data, individualized assessments, screenings, and intakes to develop individualized treatment plans and coordinate with other community service providers to ensure migrant students receive the appropriate interventions and treatments needed for their overall mental health wellness. This position requires working with multiple school districts within the ESD 105 Region.

Essential Job Functions:

- A. Provide comprehensive one-on-one mental health therapy to students identified as at risk of an emotional or behavioral disturbance or having a current mental health diagnosis, coordinated through in-school, home visits, or telehealth sessions.
- B. Assess student needs and develop an individualized plan in coordination with IEP, 504, and other student support services as appropriate while considering students' unique strengths, interests, and learning styles. Utilize evidence-based strategies and interventions to maximize student success.
- C. Provide comprehensive counseling support within the caseload by identifying, screening, assessing, and case-managing migrant youth who are in need of mental health services.
- D. Identify and minimize barriers to student success in the school and community, refer and connect youth/students to appropriate community resources and services (i.e. substance abuse treatment, AA, or other community support, clothing, tutoring, health care, food, housing, transportation, etc.).
- E. Connect students and families to continuing mental health services when needed and offer workshops/training to students and/or families.
- F. Communicate and collaborate with students, families, and district staff regarding student mental health needs in accordance with relevant privacy laws.
- G. Work closely with ESD105 Migrant Education Program staff and School-Based MH Project Director and Program Manager.
- H. Attend regularly scheduled meetings with the Migrant Education Health Program Supervisor at OSPI, and participate in training sessions as needed to stay up-to-date on best practices and further develop your skills and knowledge.

- I. Collaborate with the school district and community partners to develop a comprehensive mental health plan that addresses the specific needs of the school migrant students.
- J. Leverage the expertise of Migrant Education Program-funded school district administrators, MTSS Teams, school counselors, and other school staff to identify migrant students in need of services, such as those with high absenteeism and chronic tardiness.
- K. Develop culturally and linguistically appropriate approaches to ensure that all migrant students have access to mental health support.
- L. Provide training and professional development to school staff, administrators, and families on topics related to migratory youth and their mental health needs.
- M. Maintain confidential files, accurate record keeping, reporting, and data collection as required by Title I Part C grant and program supervisor.

Other Job Functions:

- A. Participate in reporting requirements and data collection efforts as required by OSPI Migrant Education Program.
- B. Attend all required program staff meetings, community meetings, and trainings per supervisor's direction.
- C. Focus on one or more of the following areas for specific emphasis: mental health prevention, intervention, and treatment; drop-out prevention
- D. Staff will be trained in the model/program requirements and are expected to implement with fidelity.
- E. Attending weekly Staffing and Staff Training with Together 105 Program Management in accordance with WAC requirements.
- F. Develop presentations and present to local and national professional organizations as requested by Supervisor.
- G. Follow the Department of Licensing laws and regulations related to Washington State Professional Counselors and ethical guidelines established by the American Psychological Association.
- H. Provide information and guidance to parents on effective parenting strategies to support his/her child to be successful and make healthy choices.
- I. Participate in professional development trainings/classes as required by Supervisor.
- J. Enforce all administrative regulations and board policy.
- K. Take all necessary and reasonable precautions to protect children, staff, equipment, materials, and facilities.

Qualifications:

Required Education and Experience

- 1. Credential valid for practice in Washington State such as one of the following: LICSW, LMHC, LMFT, or Agency Affiliate Credential to provide Mental Health Therapy services

2. Masters degree required or equivalent. Candidates may be considered if they are actively working on completion of a Masters degree in Mental Health, Social Work, or a related degree that leads to DOH licensure.

Preferred Education and Experience

1. Experience in the school setting or in community services working with youth.
2. Experience working with culturally diverse families.
3. Successful experience in working with and collaborating with community agencies.
4. Previous experience working for the Migrant Education Program.
5. Demonstrated ability in the reduction of barriers for diverse populations.

Required Skills, Knowledge and or Abilities

1. Ability to speak, read and write in English and Spanish.
2. Demonstrated organizational skills and commitment to follow through on tasks.
3. Demonstrated understanding and commitment to using trauma-informed approaches.
4. Demonstrated ability to work independently with minimal supervision.
5. Proactive self-starter. A strong sense of taking initiative moving forward without waiting to be told what to do and how to do it.
6. Good judgment and intuition around the subtleties of group dynamics and the impact of your words and actions.
7. Demonstrated knowledge of the use of computers and data entry.
8. Demonstrated knowledge of DSM 5 Diagnosing Criteria for Mental Health Disorders.
9. Must have crisis intervention skills.
10. Demonstrated skills in group facilitation and possess the ability to develop and conduct support groups.
11. Demonstrated ability to develop and conduct presentations in English and Spanish.
12. Must have good human relations and interpersonal skills, and demonstrated ability to balance confidentiality rules with team collaboration.
13. Work flexibly with others in a wide variety of circumstances.
14. Effectively communicate with persons of varied backgrounds and educational levels.
15. Willing to share credit, emphasize team over self, and define success collectively rather than individually.
16. Able to thrive in a fast-paced environment where you may have to wear several hats. Access to personal transportation, willingness to travel, and flexibility in work hours.

Physical Demands

The usual and customary methods of performing the job's functions require the following conditions:

- **Significant:** (i.e. sitting, talking, hearing, walking, vision, color vision, peripheral/depth perception, ability to adjust focus, grasping, handling paperwork, repetitive motion, use of personal computer, looking at a computer monitor, lifting up to 10 pounds)
- **Frequent:** (i.e. standing, bending, carrying; use of phone; use of copy machine)

- **Occasional:** (i.e. driving, lifting over 10 pounds up to 45 pounds, reaching above the shoulder, use of fax machine)

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| Significant - Occupation requires this activity more than 66% of time (5.5+ hrs/day) Frequent - Occupation requires this activity from 33% to 66% of time (2.5 to 5.5+ hrs/day) Occasional - Occupation requires this activity up to 33% of time (0 to 2.5+ hrs/day) |
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The statements contained in this job description reflect general details as necessary to describe the essential functions of this position, the level of knowledge and skill typically required, the scope of responsibilities, and the physical demands, but should not be considered an all-inclusive listing of the work requirements. Individuals may perform other duties as assigned, including work in other functional areas to cover absences or relief, to equalize peak work periods, or otherwise to balance the workload. Changes to the position description may be made at the discretion of the employer.