

BEHAVIORAL HEALTH PRACTITIONER

Reports to: Varies by assignment
Division: Student and Community Services

Our ideal candidate

You are a culturally competent and empathetic professional with creative problem-solving skills who cares deeply about the students and families receiving your services. You are a team player, skilled in your area of expertise, and you use your knowledge and skills to accomplish collective goals.

General description

Under general direction, provide culturally competent individual, group, and family therapy in order to: help children and students succeed academically, socially, and emotionally; strengthen families and connect them with the resources they need; and create a safe, healthy, and supportive learning environment, in collaboration with educators and other professionals.

Specific duties and responsibilities

- Provide individual, group and family services — including therapy, treatment coordination, and case management — to children, students, and families served by a variety of SBCEO programs, including students with a history of disciplinary and/or behavioral issues in traditional school environments and students in the juvenile justice center.
- Make recommendations to school or program staff and families for behavioral health services and placements, as well as referrals to families for accessing and utilizing school and community resources, as appropriate.
- Provide consultative support and professional expertise to instructional or program staff, service providers, administrators, and families regarding behavioral health, behavioral issues, and substance abuse.
- Provide crisis support to students and their families, helping students regain academic, social, and emotional success and promoting family stability to enable the student to function more effectively in school and community; provide post-crisis intervention case management, including helping families link to intensive, wrap-around behavioral health services.
- Participate in the intervention/coordination of services team with other behavioral health professionals serving community school students.
- Review and approve services provided by other staff for purposes of billing MediCal and other payers.
- Attend and participate in various in-services, committees, and workshops; develop, implement and conduct in-service training sessions for families and staff.
- Maintain treatment and case management records, observing all relevant legal regulations related to patient and student confidentiality.
- Perform other job-related duties as assigned.

BEHAVIORAL HEALTH PRACTITIONER

Requirements

A typical way to qualify for this classification would be:

Education: Possession of a qualifying master's degree from an accredited institution of higher education.

Experience: Three years of post-licensure experience providing therapy to at-risk youth or families, preferably in a school environment.

Knowledge of:

- Legal and ethical standards with regard to providing school-based behavioral health services;
- Psychological diagnostic methods and terminology;
- Cultural and social factors affecting behavior patterns;
- Wellness, recovery and resiliency-oriented strategies and supports;
- Dual recovery/co-occurring disorder treatment, screening and assessment tools;
- Community needs, resources, and organizations related to behavioral health care;
- Clinical standards of practice;
- Treatment modalities and assessment;
- Behavior management practices;
- Evidence-based therapy practices;
- Trauma-informed practices;
- Cognitive Behavior Therapy and other group and individual counseling techniques;
- Non-violent crisis intervention techniques, including verbal de-escalation and physical interventions;
- Challenges facing populations served, such as poverty, behavioral health issues, homelessness, academic failure, disciplinary action, and justice system involvement;
- Correct English usage, grammar, spelling, punctuation and vocabulary;
- Applicable laws, codes, regulations, policies and procedures;
- Modern office practices, procedures, and equipment;
- Telephone and email etiquette;
- Standard office productivity software applications, including word processing, spreadsheets, presentations, and videoconferencing;
- Record-keeping practices related to patients and students.

Skill in:

- Cultural competency with populations served.

Ability to:

- Learn organization, operations, policies and objectives of the County Education Office and assigned program;
- Develop and maintain trust and cooperation with students and families;

BEHAVIORAL HEALTH PRACTITIONER

- Establish and maintain cooperative and effective working relationships with others;
- Prepare reports and correspondence that may be sensitive and have legal implications;
- Plan and organize work to meet deadlines;
- Work independently and as part of a team;
- Analyze situations accurately and adopt an effective course of action;
- Effectively utilize the least restrictive or intensive interventions with students;
- Prepare and maintain required records, reports and files related to assigned activities;
- Billing requirements for behavioral health services;
- Stay informed of effective interventions, innovations, and practices related to educationally related mental health services;
- Communicate effectively, both orally and in writing;
- Operate a computer and other office equipment and related software programs;
- Maintain confidentiality of information related to patients and students.

Ability to speak, read, and write Spanish fluently may be required for some positions in this classification.

Licenses and certificates

- Possession of a valid license as a Clinical Social Worker, Marriage and Family Therapist, or Professional Clinical Counselor issued by the California Board of Behavioral Science Examiners.
- Ability to obtain ordering, referring, and prescribing privileges from Medi-Cal.
- Possession of a valid California Driver's License, reliable transportation, and insurance coverage as required by law may be required for some positions in this classification.
- Valid CPR and First Aid certifications may be required for some positions in this classification.

Working conditions

Positions in this classification are considered generally sedentary. Most work is performed while sitting at a desk and usually involves extensive use of computers, telephones, and other office equipment. Strenuous physical activity — such as lifting and carrying heavy objects, crawling, or stooping — is not generally associated with these positions. These positions are not typically exposed to significant safety hazards.

Local travel by car to a variety of locations countywide, in order to attend meetings and provide service to students and families, is required.

Series

Healthcare

Salary range 97



BEHAVIORAL HEALTH PRACTITIONER

Approved by the Personnel Commission: January 23, 2025