

Sonoma County Office of Education – Job Description

Classified

SCHOOL-BASED CLINICIAN I

Definition:

Under the supervision of a licensed mental health professional, the School-Based Clinician I provides school-based mental health services to students and families as part of the Behavioral Health and Well-being Department. The Clinician I delivers individual and group therapy, crisis intervention, and consultative support to school staff and families to promote students' social-emotional well-being and academic success.

The School-Based Clinician I supports coordination of care among families, schools, and community partners to ensure access to comprehensive behavioral health services. This position is part of SCOE's initiative to transform schools into Centers of Wellness, providing integrated mental health support while collaborating with school staff to implement social-emotional learning, relationship-building strategies, and multi-tiered interventions across the school community.

Distinguishing Characteristics:

The School-Based Clinician I is a post-graduate, pre-licensed Associate registered with the California Board of Behavioral Sciences (BBS) as an Associate Marriage and Family Therapist (AMFT), Associate Clinical Social Worker (ACSW), or Associate Professional Clinical Counselor (APCC). The School-Based Clinician I may obtain independent licensure with the California Board of Behavioral Sciences (BBS) through the course of their employment.

Supervision Exercised and Received:

General and specific administrative direction is provided by a designated administrator, such as a Coordinator, Specialist, Director, Assistant Superintendent, and/or Deputy Superintendent. The School-Based Clinician I works under the assigned and qualified SCOE Behavioral Health Program Staff for individual, triadic and/or group supervision in accordance with BBS requirements. At assigned school site the School-Based Clinician I works under the assigned Task Supervisor for daily logistical, procedural, culture and climate, and task-related matters. The School-Based Clinician I may provide mentorship or training to interns or wellness staff as assigned.

Example of Duties and Responsibilities:

Duties and Responsibilities may include, but are not limited to, the following:

School-Based Mental Health and Wellness Services

- Conducts intake assessments and formulates clinical case conceptualizations to guide treatment planning.
- Provides direct individual and group therapy services to students.
- Provides crisis intervention and risk assessments, including suicide risk, threat assessment, and safety planning.

- Develops, implements, and monitors evidence-based treatment and intervention plans aligned with student needs and educational goals.
- Documents services for medical billing reimbursement within the identified electronic health record in a timely way and in accordance with SCOE practices, protocol and expectations, state and ethical standards.
- Maintains communication and coordination among families, mental health staff, school staff, and community providers.
- Provides consultation, training, and psychoeducation for staff, students, and families on mental health awareness, emotional regulation, and wellness.
- Attends and participates in multidisciplinary meetings (SST, COST, IEP, 504) to coordinate care and provide recommendations.
- Demonstrates cultural humility and fosters an inclusive environment that reduces stigma and values diversity.

Program Support

- Serves as a member of the school team, integrating within the school-wide culture and system.
- Provides behavioral health support within a multi-tiered intervention framework, including prevention and intervention activities.
- Collects and prepares data and reports related to deliverables, program evaluation, and student outcomes.
- Participates in meetings, committees, in-services, and special events to support program implementation.
- Performs other related duties as assigned.

Employment Standards:

Knowledge of:

- Federal and state laws, codes, regulations and requirements pertaining to areas of assigned responsibility.
- Mental health services and school-based counseling techniques.
- Crisis intervention and suicide risk assessment protocols.
- Community mental health resources and systems of care.
- Documentation, reporting, and billing requirements for behavioral health services.
- Standard software applications.

Ability to:

- Establish effective therapeutic relationships with students, families, and school staff.
- Apply appropriate treatment strategies to diverse clinical presentations.
- Communicate effectively orally and in writing with students, staff, families, and supervisors.
- Work collaboratively as part of a multidisciplinary educational team.
- Maintain clear, compliant, and confidential case documentation.
- Manage a caseload and meet required timelines and reporting expectations.
- Demonstrate flexibility, initiative, and commitment to continuous professional growth.

Education and Experience:

Any combination of education and experience that would provide the knowledge and abilities is qualifying. A typical way to obtain the knowledge and abilities would be:

Education:

- Master's degree in Social Work, Counseling, Psychology, or a closely related field from an accredited program.
- Registration with the California Board of Behavioral Sciences as an AMFT, ACSW, or APCC.

Experience:

- Minimum of one (1) year of experience providing direct mental health services to children, youth, or families preferred.
- Experience working in school or community-based mental health settings is desirable.
- Bilingual (Spanish) is preferred.

Physical Abilities:

The physical abilities described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

- Positions in this classification work indoors and sit for long periods of time.
- The position requires daily oral communication in person and on the telephone and frequent written communication.
- Requires speaking and hearing ability sufficient to hear over the phone and carry on routine conversations.
- The work involves operating a computer, calculator, copier and other equipment and involves repetitive arm and hand movement.
- Requires hand-eye-arm and finger dexterity to use a personal computer keyboard, ten-key and other common office equipment.
- Entering data by touch requires the ability to hear computer alarms for errors.
- Visual acuity sufficient to read manuals, video display screens, and other related material and work at a computer screen frequently throughout the day.
- Lifting twenty (20) pounds on an occasional basis and in excess of twenty (20) pounds with assistance.
- Requires visual acuity sufficient to recognize people, words and numbers.

Other Requirements:

- Must be fingerprinted and satisfactory Department of Justice and Federal Bureau of Investigation records checks must be received by Sonoma County Office of Education, prior to employment.
- TB testing will be required upon employment.
- Must pass a pre-employment physical (if applicable).
- Visual acuity sufficient to read manuals, video display screens, and other related material and work at a computer screen frequently and throughout the day.
- May be required to obtain first aid and CPR certificates within the first 6-12 months of employment.
- May be required to drive with or without students; some positions may require a current California driver license, proof of insurance, and possible participation in the DMV Pull Notice Program once employed.

Other:

- Adopted: January 26, 2026
- FLSA Status: Non-Exempt
- Bargaining Unit: SEIU
- Approved by: Personnel Commission