

Behavioral Health Clinician

Diversity, Equity, Inclusion & Belonging Vision Statement: At the Marin County Office of Education, we commit to being inclusive, anti-racist, and culturally proficient.

Purpose Statement

The job of Behavioral Health Clinician is done for the purpose/s of providing mental health services to assist in meeting the social, emotional, behavioral, and educational needs of students in Marin County public schools; providing direct counseling services to students whose social-emotional, behavioral, and/or mental health needs impact the student's ability to access their education; coordinating and leading counseling sessions; providing consultative/collaborative support to teachers, administrators, and parents; facilitating parent/caregiver educational conferences; providing crisis intervention support; working effectively with all segments of the education community; providing all counseling and consultative services in a culturally, ethnically, racially, and linguistically informed and sensitive manner; and, providing clinical supervision, counsel, and acting as a resource to eligible trainees and associates; maintaining clinical documentation and service records in compliance with applicable reimbursement, grant, and regulatory requirements; and providing clinical supervision, consultation, and support to eligible trainees and associates.

Essential Functions

- Acts as a liaison between public and private agencies and county programs for the purpose of developing and maintaining knowledge of referral sources and local support providers.
- Collaborates with students and/or parents, teachers, other personnel, and/or other professionals for the purpose of providing consultative/collaborative support to teachers, administrators, and parents in support of the mental health and behavioral skill development of students.
- Compiles and analyzes information from a variety of sources (e.g. cumulative record, teachers/support staff, school nurse, parents, administrators, probation officer, mental health agencies, etc.) for the purpose of recommending intervention plans, for all tiers of intervention (MTSS), which may include DIS school counseling, Educationally Related Mental Health Services (ERMHS) and Section 504 Plans.
- Coordinates and provides individual and small group counseling, psychoeducation, skill-building, and prevention-focused behavioral health services on a variety of topics for the purpose of supporting students in successfully accessing their education.
- Develops and maintains knowledge of referral sources and local support providers for the purpose of identifying and utilizing appropriate resources to support student and family needs.
- Develops and provides ongoing professional development and training to graduate student interns, as well as school staff, on a variety of topics to develop school-based behavioral health counseling skills, including trauma informed practices, informed consent and confidentiality, FERPA, suicide prevention, and restorative practices, as well as other content areas for the purpose of developing professional skills among interns and staff and meeting graduate program requirements.
- Facilitates and/or participates in meetings, committees, workshops, and seminars as assigned (e.g. Multi-Tiered System of Support (MTSS), Coordination of Services Team (COST), Section 504, Individual Education Program (IEP), etc.) for the purpose of providing data-informed updates on IEP goals; collaborative educational supports to students; and, conveying and/or gathering information required to perform functions.
- Facilitates parent/caregiver educational conferences on a variety of behavioral health related topics for the purpose of empowering parents/caregivers to support their student's academic and behavioral well being.
- Leads and facilitates re-entry meetings and plans with pertinent school staff and parents on behalf of students who are re-entering the school setting following hospitalizations for the purpose of mitigating the impact of traumatic events, and identifying proactive strategies to reduce future risk.

- Maintains compliance with state laws and regulations and professional ethical standards for the purpose of complying with regulatory requirements, applicable laws, and MCOE policies and established guidelines.
- Maintains records and files (e.g. recording service data in Local Educational Agency's (LEA) software systems, updating files, etc.) for the purpose of documenting eligible delivered services reimbursable by Medi-Cal or commercial insurance plans, meeting grant reporting requirements, providing current reference, and complying with regulatory requirements, applicable laws, and MCOE policies and established guidelines.
- Participates in care coordination, service planning, and medical necessity documentation activities for the purpose of supporting student access to appropriate behavioral health services and reimbursement programs.
- Performs suicide risk and behavioral threat assessments; develops and monitors safety plans and crisis prevention protocols for the purpose of ensuring student safety and determining the need for immediate crisis intervention of community referrals, mitigating high-risk behaviors and promoting the physical safety of students and staff within the educational setting.
- Provides crisis intervention support (e.g. suicide risk assessments, threat assessments, etc.) for the purpose of reducing risks and providing additional supports and services as needed.
- Provides identified counseling services (e.g. type, frequency, duration, etc.) for the purpose of providing support to students identified and referred through general education referral procedures or providing support in adherence to specific students' Individual Education Plan (IEP).
- Provides leadership and technical consultation to instructional teams regarding social, emotional, and behavioral strategies for the purpose of ensuring that evidence-based interventions are implemented with fidelity to support student stabilization and academic success.
- Provides supervision, counsel, and acts as a resource to eligible interns, trainees and/or associates for the purpose of monitoring performance; providing for professional growth; achieving overall objectives of MCOE; and meeting requirements established by the graduate programs, California Board of Behavioral Sciences, and/or California Commission on Teacher Credentialing.
- Works effectively with all segments of the education community (e.g. the public, diverse cultural populations, individuals, etc.) for the purpose of providing all counseling and consultative services in a culturally, ethnically, racially, and linguistically informed and sensitive manner; and establishing and maintaining collaborative relationships in support of the Marin County Office of Education's goals.

Other Functions

- Performs other related duties as assigned for the purpose of ensuring the efficient and effective functioning of the work unit.
- Serves as an on-call responder to deploy to schools and districts following critical incidents and traumatic losses (e.g. student suicide, death of staff, or community tragedy, etc.) for the purpose of providing psychological first aid, facilitating crisis postvention, and supporting the school community.

Job Requirements: Minimum Qualifications

Knowledge, Skills and Abilities

KNOWLEDGE is required to perform algebra and/or geometry; review and interpret highly technical information, write technical materials, and/or speak persuasively to implement desired actions; and analyze situations to define issues and draw conclusions. Specific knowledge based competencies required to satisfactorily perform the functions of the job include: psychoeducational practices and principles; social emotional and mental health services; counseling techniques; trauma-informed counseling practices; evidence-based interventions; de-escalation techniques; harm reduction and substance use prevention interventions; and, pertinent codes, policies, regulations and/or laws.

SKILLS are required to perform multiple, highly complex, technical tasks with a need to periodically upgrade skills in order to meet changing job conditions. Specific skill based competencies required to satisfactorily perform the functions of the job include: applying assessment instruments; operating standard office equipment including pertinent computer software; preparing and maintaining accurate records, and preparing legally defensible reports.

ABILITY is required to schedule activities, meetings, and/or events; routinely gather, collate, and/or classify data; and use job-related equipment. Flexibility is required to independently work with others in a wide variety of circumstances; work with data utilizing defined but different processes; and operate equipment using standardized methods. Ability is also required to work with a significant diversity of individuals and/or groups; work with data of widely varied types and/or purposes; and utilize a variety of job-related equipment. Problem solving is required to identify issues and create action plans. Problem solving with data frequently requires independent interpretation of guidelines; and problem solving with equipment is moderate. Specific ability based competencies required to satisfactorily perform the functions of the job include: accessing reliable transportation to report to multiple worksites within the county; adapting to changing work priorities; communicating complex information to diverse groups; maintaining confidentiality; meeting deadlines and schedules; working as part of a team; working with detailed information/data; developing and maintaining effective working relationships; implementing approved de-escalation strategies and physical crisis intervention techniques; adapting and operating effectively within high-intensity, sensory-rich environments involving complex behavioral challenges and emotional dysregulation of students directed at student's self, others, or property (e.g. hitting, kicking, throwing objects, self-injurious behaviors, verbal outbursts, profanity, derogatory language) with patience and empathy; observing and responding to challenging student behaviors as data points with focus on the underlying functional/physiological cause; separate self from student behavior to ensure professional guidance, safety, and consistent support.

Responsibility

Responsibilities include: working under limited supervision using standardized practices and/or methods; directing other persons within a small work unit; monitoring budget expenditures. Utilization of some resources from other work units is often required to perform the job's functions. There is a continual opportunity to significantly impact the organization's services.

Work Environment

The usual and customary methods of performing the job's functions require the following physical demands: some lifting, carrying, pushing, and/or pulling, some stooping, kneeling, crouching, and/or crawling and significant fine finger dexterity. Generally the job requires 30% sitting, 40% walking, 30% standing. The job is performed under conditions with exposure to risk of injury and/or illness.

Experience: Job related experience within specialized field is required in educational settings. Experience working with neurodivergent students with complex profiles across alternative education settings, specialized programs for extensive support needs, and/or intensive therapeutic programs preferred.

Education: Master's degree in job related area with an emphasis in Counseling, Psychology, Social Work, or Clinical Mental Health Counseling required

Required Testing

Certificates and Licenses

Valid California Pupil Personnel Services Credential in School Counseling or School Social Work required.
Hold a National Provider Identifier Number (NPI) or acquire within a designated time frame.
Valid Driver's License & Evidence of Insurability.
Preferred, though not required, valid California state BBS issued license (LMFT, LCSW, or LPCC) or valid registration with California BBS as AMFT, ACSW, or APCC .

Continuing Educ./Training

Maintains Certificates and/or Licenses
Mandated Reporter Training Certificate

Clearances

Hepatitis B Clearance
Measles Vaccination
Pre-Employment Fingerprinting
Tuberculosis (TB) Clearance

FLSA Status

Exempt

Approval Date

Pay Grade

Revised Date