



## Behavioral Health Services Clinical Specialist

### LAKE WASHINGTON SCHOOL DISTRICT

#### POSITION DESCRIPTION

Professional-Technical Level I

#### SUMMARY

The Behavior Health Services Clinical Specialist reports to the Director of Special Services overseeing the operations of the Special Services Department of the District. A thorough understanding of State and Federal laws and regulations applying to the delivery of student behavioral health services utilizing national standards of behavior health counseling, and the unique role Behavior Health Services Specialist provide in support of an institution of education is required.

This position's overall responsibilities are to support the Special Services department in addressing the whole child by providing leadership, clinical expertise, and district-wide support of the Multi-Tiered System of Support (MTSS) framework in assisting schools. This includes analyzing data, providing support and guidance with Positive Behavior Intervention Supports (PBIS) to special education case managers and special education specialists, and serve as the district's wrap around care liaison with county agencies, and promoting evidence based behavioral practices focusing on prevention and intervention, social emotional education and maximizing access to school based and community based resources and service providers. This position provides a consultative relationship with school staff and leadership in developing and supporting the implementation of positive behavior support initiatives including trauma informed practice, adverse childhood experiences (ACES), restorative practices and approaches to reduce opportunity gaps, disproportional discipline practices, and special education referrals.

#### ESSENTIAL JOB FUNCTIONS

- Collaborates with schools, administrators, teachers, school staff to develop and implement positive behavior supports for individual students and school wide planning.
- Works with community wrap around and community support providers to connect families with community supports and behavioral health services.
- Consults with school psychologist and special education teacher on the development and implementation of Functional Behavioral Assessments and Positive Behavior Support Plans
- Liaison for the district to residential and day treatment facilities in the coordination of behavioral health care, individual and family counseling services
- Conducts needs assessments, data analysis, and performs on-going guidance and support to schools in addressing and assesses social emotional and behavioral health needs, recommends evidence based behavioral practices focusing on prevention and intervention ensuring supports meet district standards of cultural relevance and cultural sensitivity as well as repairs harm and improves conditions for learning for all students
- Supports school and district leadership in the development and implementation of the behavioral component of the Multi-Tiered System of Support (MTSS) framework in Lake Washington School District. Provides ongoing support to behavioral health services in schools to enhance program development and continuity of services across the district
- Facilitates professional development for school teams, school leaders, central office staff with specific focus on building positive behavioral support structures to support MTSS leadership teams ensuring integration with the academic component of the framework
- Advises and maintains positive working relationships with district and school leadership, community based service providers and supporting outside agencies
- Attends a variety of meetings, conferences and seminars to maintain current knowledge and expertise of educational research, trends, and issues in the area of behavioral health.

- Co-facilitates annual de-escalation training for staff implementing emergency response protocols as outlined in the student's individual positive behavior support plans.
- Collaborates with the Risk and Safety Manager as related to mental health crisis issues and concerns
- Attends Special Services department meetings and required regional and state meetings, to receive and/or convey information.
- Models appropriate behavior for staff and the public.
- Follows LWSD policies, procedures and protocols.
- Support classrooms develop capacity, skill, and confidence in supporting students with behavioral or social emotional needs
- Support crisis management, as needed
- Required to travel between sites
- Attend evening and weekend meetings, as needed
- Work extended calendar as needed
- Attends PSED monthly behavior intervention meeting s
- Responds to and resolves difficult and sensitive inquires and complaints.
- Consults with school staff on student behavioral health issues.
- Prepares and submits reports as required by the state and district related to behavioral health needs.
- Advises senior management of behavioral health concern issues.
- Establishes and maintains strong communications with, supervisor, school administrators and Special Service Staff and Special Services support staff.
- May perform related duties consistent with the scope and intent of the position.
- Other duties as assigned.

#### **KNOWLEDGE, SKILLS & ABILITIES REQUIRED TO PERFORM ESSENTIAL FUNCTIONS:**

- Ability to demonstrate a strong knowledge of applicable laws and regulations relating to student behavioral health services with a particular emphasis on applicable sections of the Revised Code of Washington, Washington Administrative Code (WAC) and RCWs
- Working with students with a range of challenging behaviors, supporting students in unconditional education models, use of Positive Behavioral Interventions and Supports (PBIS), effective practices for students with Emotional and Behavioral Disabilities (EBD), Restorative Justice, Adverse Childhood Experiences (ACEs), trauma- informed practices
- Familiar with District, state, and federal laws and regulations related to instruction, discipline, attendance, special education and ESEA Re-authorization; experience as a member of a multi-disciplinary and/or IEP team, experience with case management and wrap around services as well as developing effective behavior management strategies and behavior plans.
- Adult learning theory, techniques and instructional design and delivery as they relate to behavioral health services; collaborative problem-solving methods, effective student and adult behavior management, trauma informed practices,
- Use of school and performance data to improve academic achievement, culturally competent pedagogy and school practices, best practices in assessment, student's social functioning, behavior, verbal de-escalation, and crisis management.
- Current technology associated with data use, presentations and training.
- Current trends in educational reform, positive school climate; and knowledge of Positive Behavioral Intervention and Supports (PBIS), alternatives to suspension, and Restorative Justice practices.
- Cultural competence/sensitivity.
- Strong organizational skills, working with a diverse student population.
- Teaming and consensus based decision-making for student and staff growth
- Facilitation skills, collaboration, leading group/community processes.
- Team building, evaluating and assessing the effectiveness of teams.
- Strong oral and written communication skills.
- Keep focus in a fast-paced work environment with many interruptions.
- Coach building level and central office staff; analyze problems and recommend solutions, provide appropriate and constructive feedback.
- Plan and deliver professional development; address and evaluate adult and student learning; work and plan assessment to improve instruction and school/classroom climate; address new trends and ideas in general education and special education.

- Establish and maintain effective working relationships with central office staff, building staff, students, parents or guardians, outside agencies and the public in a multi-ethnic, multi-cultural and multi-lingual environment.
- Embed culturally responsive behavioral practices.
- Plan, organize, prioritize and multi-task; work independently and as a team member; collaborate with others; meet goals and deadlines.
- Work with interpreters in presentations and meetings
- Excellent oral and written communication skills.
- Ability to communicate effectively with educational professionals and staff, district personnel, state and county agencies, medical providers, parents and community members.
- Maintain confidentiality.
- Take appropriate actions in an emergency.
- Ability to monitor staff performance; provide necessary coaching, leadership, and guidance; and evaluate performance.
- Ability to work collaboratively with staff, district personnel, state and county agencies, medical providers, parents and community members.
- Ability to make timely decisions appropriate to the situation and guidance provided by law, procedures, district policies and supervisor's parameters

## EXPERIENCE AND EDUCATION REQUIREMENTS

- Master's degree in social work, mental health counseling, or related field required.
- Must possess active license to provide mental health services in the state of Washington (i.e. LASW, LICSW, LMHCA, LMHC)
- School mental health experience preferred.
- Experience providing mental health services to adolescents and youth preferred.

## LICENCE/SPECIAL REQUIRMENTS

- First aid- and CPR certification is required.
- Valid Washington State driver's license.
- Hepatitis B immunization.

## WORKING ENVIRONMENT

Generally, the job requires 80% sitting, 10% walking, and 10% standing. The job is performed under minimal temperature variations, generally hazard free environment, and in a clean atmosphere. The usual and customary methods of performing the functions of this job require the following physical demands:

- Frequent reaching, handling, fingering and/or feeling
- Occasional lifting, carrying, pushing and/or pulling
- Seldom climbing and balancing
- Seldom stooping, kneeling, crouching and/or crawling

## APPLICATION PROCEDURE:

External and Internal Applicants: To apply to this posting, all applicants must submit an online application <https://www.applitrack.com/lakewashington/onlineapp/default.aspx>

## FINALISTS WILL BE CONTACTED FOR AN INTERVIEW

Please review LWSD Human Resources Employment Policies, which includes our non-discrimination policy. We are not able to sponsor employment at this time. <https://www.lwsd.org/employment/hr-employment-policies>



