Job Title: School-Based Therapist
Department: Child & Adolescent Services
Reports To: Children's Division Director

FLSA Status: Full-Time
Employment Status: Non-Exempt
Location: Varies By Need

Position Summary: The School-Based Therapist provides assessment, treatment planning, individual, family, and group therapy, crisis intervention, and care coordination services to children, adolescents, and families within school settings in Chilton and/or Shelby Counties based on program needs. This position works collaboratively with school personnel, families, healthcare providers, and community partners to support the emotional, behavioral, and academic success of students. The therapist is responsible for delivering clinically appropriate, evidence-based behavioral health services while maintaining compliance with agency policies, Medicaid requirements, Alabama Department of Mental Health standards, and other applicable regulatory requirements.

Minimum Qualifications:

- Master's Degree from an accredited college or university in Counseling, Social Work, Psychology, Marriage and Family Therapy, or another Behavioral Science field.
- Relevant clinical experience working with children, adolescents, and families preferred.
- Must meet Medicaid provider eligibility requirements.
- Valid Alabama driver's license and acceptable driving record.
- Ability to successfully complete required background screenings.

Essential Duties and Responsibilities:

- Conduct intake interviews, psychosocial assessments, screenings, and other clinical evaluations to determine client needs and develop individualized treatment plans.
- Provide individual, family, and group therapy services utilizing evidence-based treatment approaches; monitor client progress and modify treatment interventions as clinically appropriate.
- Establish and maintain therapeutic relationships with clients and families while providing crisis intervention, risk assessment, and behavioral health support as needed.
- Complete accurate diagnoses, coordinate referrals, assist with discharge planning, and ensure continuity of care through collaboration with internal and external service providers.
- Maintain timely, accurate, and complete clinical documentation in accordance with agency, Medicaid, HIPAA, Alabama Department of Mental Health, and other applicable regulatory requirements.
- Meet established productivity, documentation, credentialing, training, and professional standards.
- Collaborate with school personnel, parents, guardians, and community partners to support student success and participate in treatment team meetings, school meetings, IEP meetings, and case consultations as appropriate.
- Provide behavioral health education, consultation, presentations, and training to students, families, schools, and community organizations.
- Participate in required supervision, trainings, quality assurance activities, and professional development opportunities to maintain and enhance clinical competency.
- Maintain professional, ethical, and collaborative working relationships with consumers, families, coworkers, school personnel, and community partners.
- Support agency initiatives and perform other duties as assigned.

Knowledge, Skills, and Abilities:

- Knowledge of behavioral health assessment, diagnosis, treatment planning, and evidence-based therapeutic interventions.
- Knowledge of child and adolescent development, family systems, and community behavioral health resources.
- Knowledge of crisis intervention, de-escalation techniques, risk assessment, and safety planning.

- Ability to establish and maintain effective therapeutic relationships with children, adolescents, and families from diverse backgrounds.
- Strong verbal and written communication skills, including the ability to effectively collaborate with school personnel, families, healthcare providers, and community partners.
- Strong organizational, time management, and documentation skills.
- Ability to work independently while effectively functioning as part of a multidisciplinary team.
- Ability to manage multiple priorities, meet productivity expectations, and maintain compliance with regulatory requirements.
- Proficiency in electronic health records, Microsoft Office applications, and other technology necessary to perform job duties.
- Ability to maintain confidentiality and exercise sound clinical judgment in a variety of situations.

Physical Requirements:

- Ability to sit, stand, walk, bend, stoop, reach, and perform other physical movements necessary to carry out essential job functions, including prolonged periods of computer use.
- Ability to communicate effectively in person, by telephone, and through electronic communication.
- Ability to travel as needed for agency business, including travel between schools, agency offices, client homes, community locations, meetings, trainings, and outreach activities.
- Ability to operate standard office equipment and respond appropriately in crisis situations, including performing crisis intervention activities when necessary.
- Ability to perform the essential functions of the position with or without reasonable accommodation.

Acknowledgement:

I acknowledge that I have received and reviewed this job description and understand the duties, responsibilities, and expectations of this position. I understand that this description provides a general overview of the position and is not intended to include every duty or responsibility that may be assigned. I further understand that this job description is not an employment contract or disciplinary document and that additional duties may be assigned as needed. Central Alabama Wellness is an equal opportunity employer and does not discriminate on the basis of any protected status under applicable law.

Employee Signature: _____ Date: _____

Supervisor Signature: _____ Date: _____