



Monarch Schools Project Licensed Mental Health Clinician

Monarch School Overview

Monarch School Project nurtures resilience in unhoused youth and their families. We empower students to influence their own growth in the areas of academic success and social-emotional learning and we reinforce the existing strength of families so that students can thrive in school and in life. Monarch School is a K-12 public school providing more than 300 students daily with a WASC-accredited education, mental health support, social engagement opportunities, college and career preparation as well as basic necessities. Monarch School is a public-private partnership between the San Diego County Office of Education and the nonprofit, Monarch Schools Project (MSP), a 501(3) corporation. For more information, please visit www.monarchschoools.org.

Position Summary:

The Licensed Mental Health Clinician (LMHC) is primarily responsible for providing high quality trauma-informed therapeutic services and/or case management to a diverse population of at-risk youth, young adults, and families who may be experiencing barriers to receiving office-based behavioral health services. Services include individual, family, and group counseling, case management, secondary substance abuse prevention, as well as health education, and youth development. Services vary depending on grade level. LMHC will also provide clinical supervision to practicum Trainees and/or Associates.

We are seeking a candidate who is well versed in the delivery of three-tiered school-based behavioral health services and is looking for an opportunity to work in a dynamic, fast-paced environment providing direct therapeutic services and clinical supervision to practicum Trainees and/or Associates.

These developmentally appropriate, individualized services may occur in the community, school, or office setting. Additionally, clinical supervision of practicum trainees and/or associates.

Reporting Relationship

The Licensed Mental Health Clinician (LMHC) reports to the Director of Behavioral Health, however the incumbent must be able to collaborate and communicate with other team members and external stakeholders.

Supervisory Responsibilities

This position does not have any supervisory responsibilities.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The individual will perform the following duties and responsibilities along with other duties that may be assigned:

Clinical Practice & Supervision:

- In a manner consistent with Monarch School core values of family-centered, strength-based, co-occurring capable, trauma-informed, and needs-driven practice, provides and is responsible for all aspects of participants' clinical program. This includes but is not limited to completing culturally mindful comprehensive behavioral health evaluations and assessments, treatment planning, discharge planning, participation in family conferencing when appropriate, provision of individual and collateral therapy, crisis management and coordination of care including working with adjunctive resources such as teachers, school staff, therapeutic behavioral service providers and/or psychiatrists.
 - Delivers services to participants with an awareness and integration of the developmental milestones of children, youth, or young adults, including those impacted by trauma.
 - Performs a full therapeutic schedule of participant contact hours based on supervisor directives.
- Provides clinical consultation to other treatment team members, within and outside Monarch School.
- Participates in weekly treatment team meetings.
- Provides trainings and supervision of Practicum Program Trainees in pursuit of clinical hours and/or Associates in pursuit of clinical hours towards licensure. Individual and group supervision as assigned.
- Other duties as assigned by the Director of Behavioral Health.

Case Management/Coordination:

- Provides comprehensive and individualized clinical case management and coordination of services, resources and referral services.
- Communicates collaboratively and regularly with essential team members to keep them

informed and to facilitate continuous open lines of communication.

- Collaboratively works with school staff to assess participant/family needs and to identify appropriate natural supports and community services to meet those needs.
- May serve as case manager, as well as a community liaison for parents, guardians and professional and community resources.

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Documentation/Administrative Duties:

- Maintains participant records in an orderly and timely manner.
- Utilizes the Student Information system(s) or other computer-based means to effectively complete all clinical documentation.
- Participates in internal and community-based quality assurance as assigned.
- Verifies all aspects of documentation meet or exceed BBS, county, state and federal guidelines.
- Meets all HIPAA standards including but not limited to, in exchanging information, keeping Protected Health Information (PHI) secure, and following procedures to protect electronic transmission/access to PHI at the agency and in the community.

Compliance:

- Maintains current license or waived status with the BBS which includes promptly completing Continuing Education or examinations as required.
- Participates in trainings and provides training as assigned.
- Maintains excellent professional boundaries and adheres to all professional ethical standards including abuse reporting, and maintenance of participant confidentiality.
- Adheres to all agency and program policies including Boundary Code of Ethics, Core Competencies, Code of Conduct, Employee Handbook and state and federal regulations.

EDUCATION/EXPERIENCE

- M.A. Degree in Marriage & Family Therapy, Social Work, or Counseling from an accredited college or university; and meet all BBS criteria to provide Clinical Supervision.
- Minimum of 2 years experience as a Licensed LMFT, LCSW, or LPCC
- Experience with and understanding of trauma related work and restorative practice. ▪ Experience with relevant evidence-based practices (e.g., CBT, trauma-informed interventions). ▪

Exhibits strong behavioral, crisis management and family/individual/group therapy skills. ▪ Demonstrated understanding of the developmental milestones of children, youth, or young adults to provide care, treatment and services.

- Demonstrated ability to assess, triage and organize work.
- Demonstrated knowledge in the areas of diagnostic assessment, individual/family/group behavioral treatment methods for target population of program, children and families impacted by homelessness.

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- Experience with or knowledge of designing, supervising, monitoring, changing, and discontinuing individualized behavioral interventions for staff delivering behavioral services (e.g., TBS).
- Demonstrated cultural responsiveness in working with diverse families and communities.

Preferred:

- 2 years experience with program target population (i.e.: students impacted by homelessness, seriously emotionally disturbed).
- One year experience with program modality (example: school-based, community-based, community treatment, wraparound, etc.)
- Applies a strength-based, restorative, culturally responsive, trauma-informed approach to supervision, participant and community service.
- Fluency in prevailing language(s) of the community. Spanish Bi-Lingual is Preferred.

Computer Skills:

Proficient using Microsoft Office applications (Word, Excel, Outlook and PowerPoint). Experience or knowledge of Cerner, Student Health Information (SHI), Promis, SEAS, Kareo

Certificates and Licenses:

- Unencumbered current and valid license with the Board of Behavioral Sciences (BBS) ▪
- A valid California driver's license is required with current insured transportation ▪ CAMFT and AAMFT certification preferred

COVID-19

Monarch School Project employees must be fully vaccinated against COVID-19 and provide proof thereof, or receive an HR-approved medical or religious exemption. You are required to comply with the

vaccination documentation requirements as soon as practicable and as a condition of employment. If you wish to be considered for a medical or religious exemption, you are expected to request an exemption in writing by emailing HR@monarchschoools.org as soon as possible.

Other Conditions of Employment:

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- The School Based Services program requires a background check and clearance from the Federal Bureau of Investigation (FBI) and Department of Justice (DOJ) prior to employment. ▪ A current TB Test Result is required prior to employment.

Work Environment

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of this job, the employee is occasionally exposed to outdoor weather conditions. The noise level in the work environment is usually moderate.

Equal Opportunity Employment:

Monarch School Project is committed to non-discriminatory hiring practices that are focused on equity and inclusion and that balance experience and education as qualifications. MSP provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, genetics, national origin, protected veteran status, disability status, or any other characteristic protected by federal, state or local laws.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

Job Status and Compensation:

This is a full-time, exempt, permanent position with a salary in the range between \$80,000 - \$85,000, depending on experience.

Competitive benefits package includes: Paid Time Off (PTO) starting at three weeks per year, eight paid holidays, five weeks of paid school breaks per year, Medical, Dental, Vision, and Life insurances funded by Monarch, FSA with employer contribution, 401(k) with 100% match of up to 6% of salary, Employee Assistance Program (EAP), parking and transportation reimbursement, and a \$2400 per year Education Supplement Benefit that can be used for tuition reimbursement, student loan reimbursement or 529 College Savings Plans.

Application Process

Interested candidates should email a resume, cover letter, and one letter of recommendation to

HR@monarchschoools.org with “**Licensed Mental Health Clinician**” in the subject line. This position will close on close date or remain open until filled.