

General:

The Des Moines Public School District is seeking to make a mutual partnership agreement with a licensed Mental Health Agency to hire a provider to provide therapy services to students at an elementary school as a school-based therapist. We will be employing the provider with a percentage of the pay going to the agency. In addition to school-based therapy services the district is seeking the same individual to provide small group counseling sessions to students throughout the year and provide mental health support as needed to additional students. The provider will provide consultation services to school staff from a mental health lens and serve on the school support teams to plan and develop student interventions. The provider will be a member of the school team staff and be a part of the day-to-day school flow. The provider will support implementation and ongoing support to a therapeutic classroom and assist in developing school-wide mental health strategies for student success. The provider will assist families in resource identification and referral to community support and agencies as needed. Our goal is to engage DMPS students in Mental Health services which lead to greater academic success, peer/family relationships and greater life outcomes. In addition, the partnership will increase mental health literacy skills of staff impacting the well-being of students being served in the school community.

Duties and Responsibilities:

The following information is intended to describe the overall nature and scope of the work being performed in relation to the position. This is not a comprehensive listing of all responsibilities or tasks; other work may be assigned when deemed appropriate.

Provider Responsibilities:

- Attend work daily 8am-4pm (summer hours will vary)
- Provide Individual therapy service with students weekly, reaching a full caseload of 15 hours of in session therapy a week.
- Provider will Bill for Individual student therapy service through agency billing procedure and district will cover cost of non-insured students receiving therapy services.
- Payment for individual therapy services will be outlined by the agency and agreed upon between the agency and provider.
- Complete intake/screening/assessment process within appropriate time frames and obtain parent consent for service.
- Weekly communication with parents and/or guardians
- Complete required written reports such as: progress notes, treatment plans, and summaries; following clinical organizations guidelines
- Classroom observations of students on caseload or selected for small groups & students in need of additional support identified through MTSS process.

- Consult with school personnel on strategies for working with students including coping skills, behavioral and resiliency-based interventions
- Work with school teams on planning/implementation for students in need of individual behavioral tier 3 plans
- Complete all correspondence in a timely fashion
- Adhere to weekly patient schedules and support team meetings
- Act as a liaison to other services to identify appropriate treatment programs needed for clients and families.
- Collaborate as a member of the student and family service team
- Serve on building support team to develop appropriate intervention plans to help students achieve at their highest level
- Weekly small group counseling sessions with students experiencing behavior or therapeutic issues; selected in collaboration with support team members through MTSS process
- Obtain parent consent for small group student participation
- Group focus will be determined in collaboration of therapist and school support staff based on student needs. Examples could be mindfulness groups, coping skills, CBT group, and Anger replacement therapy skills.
- Provide mental Health Literacy to staff, community members, & school families.
- Collaborates with support and instructional staff to bridge the social emotional needs for students and their instructional needs.
- Attend family events 2 times per semester outside of school day hours.
- Provide support for therapeutic classroom implementation
- Engage in school/family meetings as a mental health consult and resource referral
- Provide Professional Development for staff
- Provider is expected to comply with all conditions and requirements of the Employee Handbook
- Maintain licensure in compliance with state law

Requirements:

- LMSW, LISW or LMHC
- 3 or more years' experience serving youth in a clinical therapeutic setting
- School experience is desired but not required
- Trained in current Therapeutic practices such as CBT, ACT, Family Systems therapy, trauma informed practices
- Bi-lingual Spanish speaking desired
- Credentialed to bill Medicaid insurance providers

Service Agreement- DMPS

Des Moines Public Schools will pay an additional cost to the provider for services outside the individual therapeutic service provided for billing. The payment will cover the daily hours and services listed above.

- School will pay the provider an additional amount for time/services listed above. Supplemental pay schedule is shown below for the same provider.

<u>1</u>	• Year	• \$35,000
<u>2</u>	• Year	• \$36,750
<u>3</u>	• Year	• \$38,587
<u>4</u>	• Year	• \$40,516
<u>5</u>	• Year	• \$42,542
<u>6</u>	• Year	• \$44,669 Plus \$2,000 6-year longevity bonus.

- Provide therapist with adequate private office space to engage in therapy sessions and small group work
- Provide Laptop, printing access, internet, Infinite campus access, office phone, badge access
- School teams will provide appropriate therapy referrals of students for individual therapy
- School onboarding training including safety protocols

Service Agreement-Agency

The Agency will oversee all clinical individual therapeutic service provided by the agency provider following agency and state guidelines. Agency will ensure provider follows protocols and completes treatment plans and billing for those services via system used per agency policy. Reimbursement for services will be paid to the provider based on agency payment policy and agreement with the employee. Agency will be responsible for malpractice insurance coverage for the provider.

- Clinical agency will provide Clinical supervision as needed based on ethical guidance of clinician's licensure and agency policy for individual therapy services
- Clinical agency will oversee billing and individual therapy practice and treatment plans/outcomes utilizing agency system

- Clinical agency's intake process, procedures, guidelines will be followed and adhere to all legal requirements of therapeutic practice
- Clinical agency will always hold current liability insurance for the agency therapist.
- Ensure therapist licensure is in good standing and current with state licensure expectations
- Provide access to therapeutic training for clinicians as needed and within licensure requirements.