

Facilitator, Bridges Therapeutic Program

The Howard County Public School System (HCPSS) is one of the leading school systems in the state of Maryland and the nation. In alignment with our [Strategic Call to Action](#), our mission is to ensure academic success and social emotional well-being for our approximately 57,000 students in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

This position has an anticipated start date during the 2023-2024 school year. Educators currently under contract with another Maryland school district are responsible for verifying whether they would be released without prejudice if selected for this non-supervisory position. Please see the Employment Information section of this announcement for additional information.

DESCRIPTION

Under the direction of the Principal of The Homewood Center and the Assistant Principal of The Homewood Center Bridges Program, the Facilitator, Bridges Therapeutic Program provides direct therapeutic support for students, therapeutic support, training, and information for families, and leadership and guidance for therapeutic support services in the Bridges Program at The Homewood Center.

As a program leader, the Facilitator provides individual, group, and family counseling services for students in grades 6-12 with learning and emotional difficulties to support student success and well-being. As a clinical leader, the Facilitator provides crisis intervention and coordination of services to all members of the school community.

Additional case management responsibilities include coordinating student mental health support within the Howard County Public School System and community providers. In this 12-month leadership position, the Facilitator meets regularly with The Department of Special Education leaders, Student Support Program leaders, School Administration and the therapeutic support team to develop and implement the system of therapeutic supports for students in the Bridges Program.

This is a non-supervisory position.

ESSENTIAL POSITION RESPONSIBILITIES

Case Management

- Supports development of processes, procedures and functions for the Bridges Program.
- Leads the Bridges Therapeutic Support Team and Bridges Mental Health Technician Team.
- Provides access to resources for students and families receiving special education services and removes potential barriers.
- Assesses needs and provides direct services and case management to students and families regarding the social, emotional, behavioral, and mental health interventions to support student achievement and well-being.
- Conducts mental health counseling assessments and participates in the development of behavioral intervention programs for students.
- Participates in the school-based student support/IEP team.
- Provides input into the preparation and monitoring of progress toward social emotional goals and objectives.
- Utilizes a multi-tiered system of supports and restorative practices to support students' well-being.

- Determines and implements a range of therapeutic services and appropriate intervention strategies with students and families, including risk assessment and support during mental health crises.
- Utilizes specialized social work/psychological skills and training to provide clinical support, crisis intervention, and consultation to school teams during crisis situations.
- Conducts psychoeducational groups on topics such as emotional management, conflict resolution, decision-making, and mindfulness in collaboration with other student service colleagues.
- Maintains required documentation and prepares reports as required in adherence with Special Education/School Social Work Services/School Psychological Services.
- Engages in professional learning to maintain licensure and school system initiatives/requirements.
- Carries out all other duties as assigned by the assigned principal, Executive Director of Program Innovation and Student Well-Being and/or Instructional Facilitator for Social Work, as appropriate.

Program Leadership

- Represents Homewood Center on the Central Education Placement Team.
- Provides information and facilitates school visits for families of students who may be referred to the Bridges Program.
- Consults and collaborates with school psychologists, school-based social workers and teams across the HCPSS.
- Serves on school-based and system-wide committees to address students' emotional, social, and behavioral needs, with an emphasis on the provision of evidence-based services.
- Provides staff development and consultative services on pertinent issues affecting students' learning, social/emotional well-being, mental health, and behavioral health.
- Assesses and identifies therapeutic needs of the Bridges Program and collaborates with system-wide and community providers to ensure the therapeutic team is trained to meet the diverse needs of the students.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all the possible job responsibilities, tasks, and duties.

MINIMUM QUALIFICATIONS

Applicants must meet all the qualifications listed below to be considered for the vacancy.

Education:

- Master's degree or higher from an accredited college or university.

Licensure:

- Licensed Clinical Social Worker (LCSW-C) or Licensed Psychologist.

Experience:

- Three (3) years of leadership roles or experience.
- Three (3) years of experience conducting direct individual and group therapy for adolescents in grades 6-12 and their families.
- Three (3) years of experience conducting crisis counseling with adolescents in grades 6-12.

PREFERRED QUALIFICATIONS

- Certification/licensure in differentiated therapeutic services (e.g. DBT, Art Therapy, CBT).

- Work experience in a mental health field or school experience working with students with emotional disabilities.
- Knowledge of restorative practices and their implementation in the preK-12 school setting.
- Knowledge of or experience working with learners who receive special education services and their families.
- Work experience in the delivery of diverse therapeutic interventions.
- Delivery of professional learning/training to faculty and families.
- Knowledge of community supports and connecting to students/families.

SELECTION REQUIREMENTS

Applicants who meet the minimum qualifications will be included in further evaluation. The evaluation may be a rating of your application based upon your education, training, and experience as they related to the requirements and preferred qualifications of the position. Therefore, it is essential that you provide complete and accurate information on your application. Please report all related education, dates, and hours or work. Clearly indicate your college degree and major on your application, if applicable.

For education obtained outside the U.S., any job offer will be contingent on the candidate providing an evaluation for equivalency by a [foreign credential evaluation service](#) prior to starting employment (and may be requested prior to interview).

EMPLOYMENT INFORMATION

This is a full-time, 12-month per year, position in the Howard County Educators Association (HCEA) employee unit. The current salary range for this position is on the Other Certificated Staff salary scale, Grade III, \$92,184-\$141,620. Actual placement will be in accordance with the salary procedures of the Howard County Public School System and the HCEA Master Agreement which considers related professional experience. Under the Fair Labor Standards Act, this position is exempt from overtime.

APPLICATION REQUIREMENTS

Complete applications must be submitted by the closing date. Information submitted after this date will not be added. Incomplete applications will not be accepted. Resumes will not be accepted in lieu of a complete application.

Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position. Interviews will be limited to applicants who, in addition to meeting the basic requirements, have experience and education which most closely match the position qualifications and the school system's needs.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.
- All supplemental materials (i.e.: resume, letter of introduction, transcripts, professional license) are required to verify that you meet the minimum qualifications.

For questions regarding this vacancy, please contact: recruitmentinquiries@hcpss.org.



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