

Overnight Teacher Counselor

Job Title: Overnight Teacher Counselor

Job Code: TCOVN1, TCOVN2

Position Summary

Cares for group of youths housed in a staff residential treatment center under supervision of the Supervisor.

Essential Duties and Responsibilities include the following. Other duties may be assigned:

- Gives instructions to youths regarding desirable health and personal habits.
- Plans and leads recreational activities and participates or instructs youths in games.
- Assists in resolving conflicts with residents using problem solving techniques and role playing giving residents immediate feedback on appropriate and inappropriate behavior to be implemented on an as needed basis.
- Provides a positive role model to residents by participating with residents to embody a healthy and wholesome approach to life, to develop a sense of community and to maintain a clean and pleasant environment
- Assists youth with the positive development and implementation of individual goals and objectives.
- Facilitates ongoing group evaluations throughout the day for planned groups, activities and responsibilities.
- Works harmoniously and positively with other staff and residents to develop and implement group goals and content.
- Sr. level position with supervisor arranges coverage of cottage as needed and work in place of absent staff.
- Attends cottage planning meetings and treatment team meetings to convey relevant information to other staff persons.
- Sr. level positions participate with supervisor in the employment, supervision and evaluation of staff.
- Sr. level position participates in training, orientation of new staff and on-going staff development.
- Sr. level position provides leadership through role modeling for both staff and residents
- Responsible for maintaining a safe program environment through ongoing CPI training, appropriate responses, proper restraints techniques, attendance. Adheres to treatment model and RE-ED philosophy.
- Some Teacher Counselor positions may require employee to spend nights in cottage.
- Participates in coordination and transportation of youth including driving youth to medical appointments, home visits, etc.
- Counsels or provides similar diagnostic or therapeutic services to mentally disturbed, delinquent, or disabled youths.
- Monitors with Nursing services the administration and documentation of medication (in the appropriate setting).

Position Specific Competencies

Professional Development and Leadership Takes personal initiative to identify and seek opportunities for personal and professional growth. Seeks opportunities to be a leader among their peers.

Client Empowerment Provide opportunities for client leadership, voice, and empowerment by facilitating the knowledge, attitudes, skills, and actions needed for client to influence, motivate, inform, and inspire desired actions and reactions by others.

Child/Adolescent Growth and Development understand how young adults learn, develop, and acquire language and creative expression in each of the domains: physical, social, emotional, and cognitive

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Clinical Skills comprehend a variety of individual and systemic therapeutic models and their application, including evidence-based therapies and culturally sensitive approaches. Recognize how different techniques may impact the treatment process. Deliver interventions in a way that is sensitive to special needs of the individuals (e.g., gender, age, socioeconomic status, culture/race/ethnicity, sexual orientation, disability, personal history, larger systems issues of the client). Demonstrate the ability to write and supervise the implementation of a treatment plan as well as the ability to provide individual, family or group therapy.

Cultural Competency and Responsiveness Understand diversity within and across cultures and provide an inclusive, welcoming, and respectful environment where all young adults, identified supports and families can take pride in their cultural identities, beliefs, and practices.

Families, Communities, and Schools Work with families, schools, and agencies/organizations to meet the needs of the child/youth and encourage the community's involvement with child/youth development.

Safety and Wellness Establishes and maintains an environment that ensures children/youth and families healthy physical and emotional development, safety, and nourishment.

Interactions with Children/Youth Establish supportive relationships with children/youth and families and guides them as individuals and as part of a group.

Professional Boundaries Understands boundaries, expectations, and rules which set the ethical and technical standards in the social care environment. Sets limits for safe, acceptable and effective behavior and standard of care.

Other Competencies

Accountability Accepting responsibility that results in anticipation/prevention of problem areas from actions, and problem solving inside and outside the department/organization.

Attention to Detail Taking responsibility for a thorough and detailed method of working.

Communication Communicates effectively and appropriately. Uses good judgment as to what to communicate to whom as well as the best way to get that accomplished. Speaks in a clear and credible manner, selecting the right tone for the situation and audience. Listens to others and allows them to make their point. Is able to write clearly and succinctly in a variety of communication settings and styles using proper grammar and structure; can get messages across that instigate appropriate actions.

Conceptual Thinking Understanding a given situation or problem by combining information that is readily available; identifying patterns or connections between situations that are not obviously related; identifying key or underlying issues in complex situations.

Initiative Spotting opportunities within a circle of influence; anticipating threats and acting on them; self-starting rather than waiting passively until the situation demands action.

Integrity Upholding generally accepted social and ethical standards in job-related activities and behaviors.

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Organizational Awareness Having and using knowledge of systems, situations, procedures, and culture inside the organization to identify potential problems and opportunities; perceiving the impact and the implications of decisions on other components of the organization. Understands the internal climate of the organization, including the most productive channels of communication, and makes use of the appropriate communication channels to achieve goals and objectives. Has learned about both formal and informal communication channels and understands when to stick to the formal hierarchy of reporting relationships. Understands unwritten protocols and the political aspects of how communication takes place. Avoids errors in judgment when selecting strategies for accomplishing tasks.

Relationship Building Builds rapport and develops alliances with a broad range of people. Adjusts communication style to meet the needs of individuals at various organizational levels and to meet the needs of clients. Forms alliances by demonstrating concern and respect for others, as well as by highlighting common interests and aspirations. Leave others feeling that he/she will be a trusted ally and is careful to act in ways that reinforce that trust over time. If conflicts arise takes actions that resolve conflicts in a manner that is best for both the organization and the individuals involved. Addresses complaints and problems quickly and effectively, keeps all parties informed of the status of any negotiations required, encourages employees to report problems or concerns and negotiates outcomes that are viewed as fair and even-handed.

Stress Tolerance Performing well when faced with pressure due to time frame, workload, adversity, disappointment, or opposition.

Teamwork Working as a productive member of a cohesive group toward a common goal, and contributing to team development and effective team dynamics.

Technical Expertise and Usage Acquiring and applying technical and functional knowledge in one's own technological area of specialty.

Education and Experience

- Master's degree in Social Work, Drug and Alcohol Education or Counseling, Counseling, Psychology, Criminal Justice, Guidance Counseling, Human Services, Marriage and Family Therapy;
- or a Bachelor's degree in a behavioral science that includes 30 semester or 45 quarter hours in human development, human behavior, child development, family intervention technique, diagnostic measures or therapeutic techniques will be considered
- one year experience working with youth preferred

Physical Demands

Frequently remains in stationary position for periods of time.

Regularly needs to move throughout office to access file cabinets and office machinery.

Constantly operates a computer and other office machinery such as calculator, copy machines, and printer.

Frequently moves, ascend/descend, and traverse.

Constantly must be able to communicate, detect, converse with, discern, and exchange information with clients and families regarding their therapy and care.

Frequently needs to be able to recognize, judge, and observe clients in regards to behavior and safety of surroundings.

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Occasionally participates in physical intervention and restraint of client, being able to hold 40+ pounds for a minimum of 15 minutes.

Regularly must be able to participate in all indoor/outdoor therapeutic activities. (hiking, ropes, etc. when applicable)

May also have to manage physically threatening clients and be prepared to be responsible for their own safety, and the safety of others.

The supervision, treatment and control of youth requires prolonged periods of walking and standing and physical agility.

Maybe required to run and climb flights of stairs.

The employee must frequently lift and/or move up to 50 pounds, and occasionally lift and/or move more than 100 pounds.

Acknowledgement

I have read and understand the job description for my position and by accepting employment with Youth Villages I am acknowledging that I am able to perform all of the essential functions of this position with or without reasonable accommodations

Signature _____ **Date** _____