

CLINICAL PROGRAM THERAPIST 3

KIND OF WORK

Advanced professional behavioral health practitioner work in a state facility.

NATURE AND PURPOSE

Under limited supervision, the Clinical Program Therapist (CPT3) provides advanced direct behavioral health services, including individual/group therapy and psychoeducational services, while maintaining ongoing security within a state facility. Work emphasizes ongoing leadership and/or advanced clinical services.

At the CPT 3 level, employees perform one or more of the following leadership/advanced clinical responsibilities under limited supervision: provide lead work to CPT 1 and 2 employees; provide release planning services for chemical dependency and/or sex offense treatment programs; provide integrated services to offenders/clients in multiple program areas; and/or complete mental health diagnostic assessments.

This class differs from CPT 2 by the existence of an ongoing leadership and/or advanced clinical services role, which provides additional depth and/or breadth beyond that expected at the CPT 2 level. It differs from CPT 4 in that CPT 3 positions do not emphasize work or leadership roles deriving from independent clinical licensure (e.g., LICSW, LP, LPCC, LMFT). Although CPT 3s are expected to function independently and make sound decisions, their work may require approval by a licensed independent clinical behavioral health professional.

The employee works under limited supervision and may receive clinical supervision from a supervisor or employees in the Clinical Program Therapist 4 and Psychologist 3 classes.

EXAMPLES OF WORK (A position may not include all the work examples given, nor does the list include all that may be assigned.)

Assess and evaluate offenders/clients to determine their initial amenability to treatment, effectively recommend appropriate therapeutic programming, and orient to program and services.

Plan, effectively recommend and implement behavioral health treatment plans for offenders/clients that include individual and group therapy, counseling and psychoeducational services.

Develop and conduct individual and group psychoeducational and other therapeutic services consistent with program objectives.

Document assessments, service recommendations, services rendered, behaviors, outcomes and service revision recommendations for assigned offenders/clients.

Represent the needs of the assigned facility and its behavioral health services in committee assignments, in interactions with community groups, and in recruitment activities.

Provide ongoing training and program oversight as lead worker for assigned Clinical Program Therapists 1 and 2, students, interns and other employees.

Develop, evaluate and implement collaborative, comprehensive chemical dependency and/or sex offense treatment release and reintegration services for offenders/clients being released from state facilities.

Provide a full range of professional behavioral health services reflecting two or more co-occurring disorders and programming areas, e.g., chemical dependency treatment, mental health services, and sex offense treatment.

Under clinical supervision, complete mental health diagnostic assessment(s) and draft a written treatment plan to be clinically reviewed.

Implement facility security by being alert at all times and reporting or intervening immediately in any behavior or activity that could affect the department's responsibility to protect the public, maintain security and/or control of the institution or provide for the safety of staff and residents.

KNOWLEDGES, SKILLS AND ABILITIES REQUIRED

Knowledge of:

Applied psychotherapeutic and psychoeducational strategies for constructively addressing antisocial and criminal behavioral patterns and psychological, psychiatric, educational/vocational, and interpersonal relationship issues sufficient to evaluate, implement and oversee the treatment of offenders/clients' compulsive, addictive, sexually assaultive, violent and/or otherwise maladaptive behavior patterns.

Statutes, rules, policies, laws, court orders, ethical guidelines and standards, and practices related to the provision of behavioral health services in secure facilities sufficient to recommend and implement appropriate behavioral health treatment programming for clients/offenders in state facilities.

Current trends and varied practices in the professional behavioral health services field sufficient to provide a full range of treatment techniques.

For positions within the Department of Corrections, correctional philosophy and practices, including the integration of security procedures, security equipment and knowledge of criminal or psychological behavior with behavioral health evaluation and treatment in a state facility, sufficient to develop and implement safe and appropriate intervention strategies.

Crisis intervention theories and techniques sufficient to respond to offender's/client's needs and serve as a resource for other behavioral health professionals.

Ethical and legal standards and practices of professional behavioral health services delivery sufficient to model and oversee appropriate relationships, boundaries, and intervention strategies.

Training techniques sufficient to assess and assist in meeting the training needs of assigned staff.

Release and reintegration strategies and approaches for working with offenders/clients being released from state facilities who have participated in chemical dependency and/or sex offense treatment programming.

Testing principles, practices and procedures sufficient to select, administer and evaluate the results of a wide range of psychological assessments under clinical supervision.

Integrated treatment strategies for offenders/clients with co-occurring disorders.

Diagnostic assessment development, obtained through a license-eligible master's degree program, in accordance with Minnesota Statute 245.462 subd. 18, clause 1-6.

Skill in:

Observation, analysis and behavioral interventions sufficient to recommend, implement and evaluate treatment plans for assigned offenders/clients.

Oral and written communication and presentation sufficient to form effective working relationships with others, serve in a leadership capacity with other staff and students, document individual offender's/client's responses to treatment techniques, prepare other written materials, serve on facility committees, and provide training.

Problem-solving sufficient to identify the need for and intervene in crisis situations, determine the need for and apply appropriate clinical interventions with offenders/clients, and resolve issues with offenders/clients and employees.

Collaborating with supervisory and advanced professional staff to ensure that leadwork direction of professional behavioral health services staff and students is effectively and efficiently provided.

Ability to:

Exercise sound judgment and to develop and maintain physical and verbal skills sufficient to direct and manage offenders/clients.

Select and apply appropriate treatment techniques.

Cooperate with other behavioral health professionals and supervisors to achieve and maintain a high level of treatment programming effectiveness.

Implement security procedures, security equipment and treatment in a state facility.

Plan, direct, review, and evaluate the work of assigned staff.

LEGAL/LICENSURE REQUIREMENT

Clinical Program Therapists perform work within one or more specialized therapeutic disciplines and treat populations of varying type and degree. Some positions require therapists to hold a specialized license mandated by statute and based on the work being performed.

Est.: 12/96
Rev.: 7/06
9/2011
5/2019

T.C.: 9/2011
Former Title(s):
Corrections Program Therapist 3