

The Institute for Behavior Change, Inc.

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There are no obstacles, only hurdles of varying heights. None is so great that it can not be overcome, gotten around or gone under. Even mountains disintegrate with time.

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Job Description: THERAPEUTIC STAFF SUPPORT (TSS) (Provider #: 07)

The Therapeutic Staff Support (TSS) provider gives one-to-one attention to severely emotionally disturbed children or adolescents. The main goals of the TSS are to follow the treatment plan, help the child/adolescent eliminate inappropriate behavior, provide emotional support to the child, and assist those responsible for the child in fostering greater independence and socially responsible behavior. The TSS will encourage social integration and participation in group activities. He or she will use rewards and consequences to achieve goals and will record data and chart progress of the child. TSS providers are expected to:

- **Follow the Treatment Plan.** Encourage the child to develop and take part in activities. Encourage the child to tell you what activities he/she would like to do. Help to make the activities structured and interesting to the child. Help the child develop age appropriate anger and frustration management skills. Help to increase the child's attention span, planning and organization ability. Encourage the child to interact and participate actively and appropriately with peers and family members.
- **Follow the Treatment Plan.** Encourage the child to eliminate disruptive or dangerous behavior. The child might be making inappropriate noises or hitting another child and the TSS provides appropriate (minimally restrictive) prompts and ongoing emotional support to help the child change this behavior.
- **Follow the Treatment Plan.** Always use positive behavior reinforcement! Rather than yelling at a child, use redirection to get him/her focused on a constructive activity. Give the child an immediate *therapeutic* response that effectively redirects maladaptive behavior, and offers suggestions for alternative behavior. The use of physical restraint in emergency situations is permissible only if the situation requires this action to preserve the health or safety of the child.
- **Receive training and supervision.** TSS providers meet with an assigned supervisor at least once weekly, primarily face-to-face, and document this as required in order to be eligible to be paid above the established Minimum Wage for services rendered in the subsequent week. TSS providers receive required training – 15 hours prior to employment, 24 hours within the first six months of employment, and 20 hours annually thereafter (the latter includes required training content to be identified by employer, but may include credit for classes taken at the college or graduate school level).

As a TSS provider, you agree to follow the treatment plan and to abide by the principles, policies and other guidelines provided by your supervisor and those published from time to time by The Institute for Behavior Change, the Pennsylvania Department of Public Welfare and the Child and Adolescent Service System Program (CASSP). Compliance with the preceding requirements is a prerequisite for continued employment.

Minimum Staff Qualifications for a TSS at the Institute for Behavior Change

- A Bachelors degree in psychology, sociology, education or another human-service field

OR

- A Bachelors degree in some other field, **AND** one year of experience working with children in a paid position within a CASSP setting

OR

- At least 60 college credits toward a Bachelor's degree in psychology or a closely related field, experience and training in crisis intervention, and the equivalent of three years of full-time paid work experience with children in a CASSP setting

AND

- Must be supervised by a Masters-level mental health professional
- Act 33 and Act 34 clearance
- Additional qualifications as specified from time to time by regulatory agencies or employer.

Not Responsibilities of a TSS

- Babysitting or housework
- Working without input from family, school, and other inter-agency team members
- Substitute duties that should be performed by someone else such as guardian or teacher.
- Administering medication
- Providing service in a mental health facility
- Providing testimony in court that requires clinical judgement

Agreed to and Accepted:

_____ *Seal* _____
Therapeutic Staff Support provider Date

_____ *Seal* _____
Executive Director Date