

### Class Concept

Employees in this class provide quality care and prescribed therapeutic interventions in a safe environment for adolescents in state residential treatment programs. Programs are designed to prepare individuals, their families, and their formal and informal community-based support teams for successful return of the adolescent to home and community. Work involves conducting ongoing assessments of patients by anticipating, and/or identifying major and minor behavior problems, determining and implementing approved behavioral intervention, and monitoring the level of success of the intervention. Adolescents served are diagnosed with a wide spectrum of psychiatric and developmental disorders, which may include maladaptive, unpredictable, and potentially dangerous behaviors.

Employees assist adolescents during classroom instruction; and coach and guide them toward positive and appropriate behavioral expressions / engagements during activities of daily living, social interactions, interpersonal relations, and problem solving. Work involves implementing a variety of approved behavioral interventions such as preventative, redirections, and/or reinforcements. Employees may assist clinical staff with health-related duties, such as taking vital signs and escorting patients to clinic and physician appointments.

Work involves ongoing observation and interaction with patients. Employees serve as members of the treatment team by providing input regarding the status, condition, concerns, and recommendations for improved care. Work is performed under the supervision of clinical program staff.

### Recruitment Standards

#### Knowledge, Skills, and Abilities

- Basic knowledge of adolescent psychiatric and developmental disorders, intervention models used in behavior intervention programs, medication classes and their side effects.
- Ability to observe, problem-solve, coach, report, document, and collect data with regard to treatment / education interventions.
- Ability to manage concurrent treatment plans and approved behavioral interventions during interactions with the patient, including ongoing assessments and applying judgement in the application of approved behavioral interventions.
- Ability to clearly document patient progress as well as provide daily progress notes.
- Knowledge of appropriate protocols for medication administration.
- Ability to convey information clearly to family members and treatment team members.
- Ability to learn behavior management and supporting counseling techniques.

#### Minimum Education and Experience

Associate's degree in human services or related degree from an appropriately accredited institution; or

High school or General Educational Development (GED) diploma and two years of directly related experience; or an equivalent combination of education and experience.

#### Necessary Special Qualifications

As required by facility, CPR certification and listing as a Nurse Aide I or Nurse Aide II by the NC Division of Health Service Regulation required prior to providing direct patient care.

Note: This is a generalized representation of positions in this class and is not intended to identify essential functions per ADA.