

CREATIVE/EXPRESSIVE ARTS SPECIALIST I

Work in this class involves providing rehabilitative/habilitative services in a state institution or local mental health program to clients (patients or residents) who have mental, social, physical, and/or emotional disabilities through the use of creative/expressive arts. The mediums which may be used include art, music, drama, or dance. Complexity in this class reflects knowledges required for these specialized mediums. The programs are generally geared toward socialization and the improvement of self-concept. Employees write general assessments and progress notes, serve as a member of the interdisciplinary team and provide input into treatment team planning. Some employees may have responsibilities for facility-wide services such as music in which emphasis is on planning, coordinating, and scheduling within constraints of unit programming. Employees may also be involved in group and individual supportive counseling. Work may include other related assignments as determined by appropriate management. Employees usually report to a Rehabilitation Therapy Supervisor or other clinical-supervisors.

I. DIFFICULTY OF WORK:

Variety and Scope - Employees are responsible for goaled and non-goaled programs which requires completion of generalized and informal assessments. (Most of the programs are carried out in groups rather than individually). Employees complete general progress notes, provide input into treatment planning and serve as members of the treatment team. Some employees may be involved in group and individual supportive counseling as part of the treatment model.

Intricacy - Assessments are limited in nature and typically informal and generalized. The goals developed are generally geared toward socialization and the improvement of self-concept through the use of a specialized arts medium. Progress notes are general indicating attendance, achievement, and interaction with peers.

Subject Matter Complexity - Work requires a working knowledge of the specific creative/expressive arts medium as well as characteristics of the population being served. Some roles may require knowledge of the use of the medium in a religious setting.

Guidelines - Guidelines include resource material related to the medium as well as institutional or program policies.

II. RESPONSIBILITY:

Nature of Instructions - Clients are assigned to the employees by the supervisor who provides the overall program direction. The development of specific programs is left to the employee.

Nature of Review - Agency policies and procedures are reviewed for compliance by supervisor. Employees receive some technical review related to clinical aspects; however, employees are considered experts for their medium.

Scope of Decisions - Employees serve clients throughout the facility.

Consequence of Decisions - Decisions made regarding client's activities can affect the progress toward the achievement of goals and the overall treatment plan.

III. INTERPERSONAL COMMUNICATIONS:

Scope of Contacts - Employees are in contact with clients and staff from a variety of disciplines throughout the facility as well as community groups on occasion.

Nature and Purpose - Employees are responsible for motivating or encouraging clients to develop self-concept as well as to develop socialization skills. Employees provide input to other staff regarding client's progress.

IV. OTHER WORK DEMANDS:

Work Conditions - Employees typically work with clients in a central location which is away from the residential living area. Employees may be exposed to fumes and odors from art supplies.

Hazards - Employees may be exposed to clients who can be potentially dangerous due to their functional level that may include aggressive behavior.

V. RECRUITMENT STANDARDS:

Knowledges, Skills, and Abilities - Considerable knowledge of fundamental principles, techniques, and methods of the creative/expressive arts field as it relates to the rehabilitative/habilitative process. Considerable knowledge of behavior management techniques. Working knowledge of the population served and of the medium area as required for the particular job. Ability to plan and conduct a program of leisure/therapeutic activities rehabilitatively specific to the population served. Ability to evaluate and document progress and present to the treatment team. Ability to coordinate and instruct support staff in carrying out methods and techniques utilized in the creative/expressive arts field. Ability to establish rapport and relate to population served, families, community agencies and groups, and a variety of service disciplines (social workers, physicians, psychologists, teachers, nurses).

Minimum Education and Experience - Bachelor's degree in a human services field from an appropriately accredited institution and a demonstrated knowledge of the medium being utilized; or a bachelor's degree in creative/expressive arts area (art, drama, music, dance) from an appropriately accredited institution; or an Associate's degree in a human service field which includes a practicum or internship in a similar setting from an appropriately accredited institution with a demonstrated knowledge of the medium being utilized and two years of experience with a similar population; or high school or General Educational Development diploma and four years of experience in conducting programs with similar populations including a demonstrated knowledge of the medium being utilized; or an equivalent combination of education and experience.