Job Description: YOC Clinical Director

Background on the Recovery School District
The Louisiana Recovery School District (RSD) is a state turnaround agency whose mission is to transform chronically underperforming schools across the state to raise student achievement so that all Louisiana students can attain a college degree or professional career. The RSD has been nationally recognized as one of the most innovative public school districts in the country due to its unique system of governance, which supports autonomy and encourages innovation while also ensuring accountability.

Background on the Youth Opportunity Center
In a decentralized system of schools, there are specific populations of students who are at risk of not receiving a high quality education because they are not receiving the additional services or supports they need to be successful. This includes students that are truant or chronically absent, students with emotional, mental and behavioral health needs, and students involved in the juvenile or criminal justice system. To address these critical issues, RSD and OPSB established the Youth Opportunity Center (YOC) as a referral and case management program which works to improve academic performance of these students by assisting them in accessing needed social services.

About the Position
The RSD is seeking a Clinical Director who will be responsible for overseeing clinical and operational delivery of case management services to at-risk students and families attending Orleans Public Schools. This position includes direct management and clinical supervision of the case management team, as well as ongoing program development, quality improvement, data management, collaboration with internal and external service providers, and direct clinical service provision. This position requires a highly skilled clinician who enjoys working in a fast-paced environment.

The Clinical Director will report to the Executive Director. Salary is commensurate with experience; generous benefits plan included. A successful candidate will have the opportunity to work in an entrepreneurial and reform-driven environment with staff members who are passionate and committed to improving opportunities for all students.

Principal Duties and Responsibilities

Manage a High-Performing Clinical Team
- Responsible for management and oversight of the 8-person case management team, including case managers and court liaisons
- Ensure team is staffed with qualified professionals, including recruiting, interviewing, hiring and onboarding new case management staff, as needed
- Structure work for team and determine work assignments in order to maximize impact of each team member
- Use program data to set goals, track progress, and manage team execution toward successful case completion
• Coach and develop others, including providing individual feedback/coaching and designing and delivering weekly team professional development
• Provide clinical supervision of staff to ensure high-quality and appropriate services are provided to families, schools, and students, with the goal of reducing barriers to attendance and dropout prevention
• Provide LCSW supervision for staff seeking licensure; supervise student interns
• Ensure through monitoring and evaluation that all services being delivered to students and families are working together for the family’s benefit and that appropriate communication is taking place between schools, service providers, students, and family members

Provide Overall Program Leadership
• Partner with Executive Director to continually refine program model and determine how the YOC can have the biggest impact possible
• Revise and update policies to reflect programmatic changes and establish procedures/protocols for the delivery of case management services
• Ensure that referral gateways are working properly so that the YOC successfully receives referrals for youth eligible for YOC services
• Adhere to agency policy, procedures and the professional code of ethics
• Perform any other related duties as assigned by the Executive Director or other appropriate RSD/OPSB administrator

Establish Partnerships and Collaborate to Deliver High-Quality Services
• Coordinate with YOC partner organizations to ensure students are connected to and receive appropriate, high-quality services in order to reduce barriers to attendance and dropout prevention
• Act as a resource to administrators, social workers, counselors, teachers, and health services personnel at assigned schools regarding attendance programs, interpretation of attendance policies/laws, and record-keeping requirements
• Build strong partnerships and relationships with schools and other organizations

Minimum Qualifications
• Master’s degree in Social Work and LCSW-BACS
• Demonstrated ability to manage a high-performing team
• Experience working within public schools; deep understanding of the perspective of school leaders and school-based social workers
• Ability to work in a variety of settings with culturally-diverse families and communities with the ability to be culturally sensitive and appropriate
• Extensive knowledge of intervention and prevention strategies for at-risk children and adolescents and their families
• Extensive knowledge of social service and behavioral health resources in the New Orleans area
• Ability to establish and maintain effective working relationships with students, parents, staff, and external agencies
• Strong project management and organization skills, including the ability to work efficiently, track complex details, and manage multiple responsibilities in a dynamic, fast-paced environment
• Experience with data collection and analysis in education and/or service provision settings for the purpose of data-based decision-making and accountability
• Strong desire to partner with families and schools, including making home and school visits
• Excellent written and verbal communication skills
• Regular access to an insured, functioning vehicle required
• Unwavering belief that all students can learn and achieve success in school

Preferred Qualifications
• Minimum of 5 years post licensure experience providing clinical services, supervision, and program management

How to Apply
Interested candidates should send a resume and tailored cover letter to Angela Wiggins at angela.wiggins@rsdla.net. To learn more about the Recovery School District and Orleans Parish School Board, please visit our websites at www.rsdla.gov and www.nops.k12.la.us.