

**KERN COUNTY SUPERINTENDENT OF SCHOOLS**  
**APPROVED AUGUST 2020**  
**RANGE: 44.5**  
**CLASSIFIED**  
**CODE: NONE**

## **SUBSTANCE ABUSE SPECIALIST**

### **DEFINITION**

The substance abuse specialist will work to help coordinate services within a Positive Behavior Intervention & Supports (PBIS) framework and Multi-Tiered System of Support (MTSS) for the Kern County Superintendent of Schools. This position will consult and collaborate with Office, school district personnel, and outside agencies to help promote a school environment responsive to the needs of children; provide in-service training on positive behavioral interventions, evidence-based interventions, and other best practices focused on substance abuse.

### **EXAMPLES OF DUTIES**

Provide individual and group sessions, and assist with interagency facilitation when necessary for family counseling sessions and/or clinical care that may be associated;

participate in treatment planning and conferences;

provide individual and group counseling, when related to substance use;

provide schedules, reports or other information required;

provide substance abuse and life skills assessments and integrate the results into treatment plans;

perform relevant and necessary assessments that may be necessary for this scope of work (i.e. Addiction Severity Index and any other required assessment instruments);

provide substance abuse intervention and family consultation services within the context of multicultural understanding and competence that enhance families' support of students' learning experiences;

identify and develop programs and activities to address situations adversely affecting the personal, socio-emotional, and academic development of the students;

work as part of the intervention and/or PBIS-MTSS team to support personnel in adopting and organizing evidence-based behavioral interventions into an integrated continuum of care that enhances academic and social behavior outcomes for referred students;

coordinate Tier II and Tier III services and interventions focused on Substance Abuse for students, and Progress Monitor those students for Evidence-Based Intervention fidelity;

provide services and interventions for students across all three Tiers (I, II, III) with a focus on facilitating Tier II Groups focused on Evidence-based Interventions for Substance Abuse;

provide case management services focused on substance abuse groups and interventions covering multiple sites and locations when necessary;

work with school Site Leadership Teams, Counselors, Intervention team members and other staff members to identify and provide services to students that need assistance with Substance Abuse;

help in the creation and implementation of prevention programs focused on Substance Use/Abuse;

apply knowledge of state Education Codes and knowledge of local, regional, and statewide resources for substance use and/or supports;

maintain confidentiality and use discretion; shall demonstrate commitment to the values and ethics of the substance abuse counselor profession and shall use California Consortium of Addiction Programs and Professionals (CCAPP) code of ethics as a guide to ethical decision making; shall be able to select and apply empirically validated or evidence based-prevention and intervention methods to enhance students' educational experiences;

participate in regional, statewide and national trainings for PBIS/MTSS and Substance Abuse;

provide district and school-based trainings related to Substance Abuse as needed;

provide data, updates and feedback regarding the progress of students participating in Substance Abuse focused interventions in a timely manner;

perform other duties as assigned;

## **QUALIFICATIONS**

### Knowledge of:

Knowledge of current prevention and intervention programs/strategies, as well as community agencies specific to this scope of work within substance use;

computers, including but not limited to: word processing, power point, and databases;

facilitating substance abuse groups, presentations, monitoring programs;

collaborating with community based organizations, law enforcement, and other government agencies;

current prevention and intervention programs/strategies;

evidence based best practices in substance abuse to promote behavioral, social emotional health for academic success and positive school climate.

### Ability to:

Work harmoniously and effectively with student, parents, community members, and staff;

work with a diverse population and various community partners, to include student, outside agencies, and parents/guardians;

work effectively with staff, students and public;

skill and accuracy in oral and written expression;

ability to meet schedules and timelines;

understand and follow both oral and written instructions in an independent manner;

establish and maintain effective work relationships with those contact in the performance of required duties;

maintain routine records and prepare reports;

plan and organize required activities according to stated policies, objectives and job duties;

establish positive relationships with individuals and groups to assist in the successful completion of job duties;

assist students through Substance Abuse focused Interventions and drug rehabilitation programs by offering techniques for handling addiction;

work with students on an individual and/or group basis as needed;

assist students with crisis management and coping strategies and help family members of students acclimate to lifestyle and behavioral changes.

*Experience:*

Two (2) years of work experience with a PBIS-MTSS system or framework as specialized behavior support staff.

*Education:*

Bachelor's Degree in the fields of human services or related fields preferred.

Certified Alcohol Drug Counselor (CCAPP, California Consortium of Addiction Programs and Professionals or accredited/equivalent organization) required *or* obtain the certification prior to the conclusion of the probationary period.

*Conditions of employment:*

Some positions may require proof of privately owned automobile insurance and possession of a valid California Motor Vehicle operator's license which must be maintained for the duration of the assignment.

Fingerprint clearance by both the Federal Bureau of Investigation and the California Department of Justice is a condition of appointment after all other required job conditions have been met.

Must present verification of completion of Child Abuse Mandated Reporter training or obtain verification within six (6) weeks of hire and annually thereafter, as required by the California

Child Abuse and Neglect Reporting Act.

This position has a probationary period of six months or 130 days, whichever is longer.

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8/6/2020

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