

**FREDERICK COUNTY PUBLIC SCHOOLS**

Position Title	<b>Trauma Therapist, MEP</b>	Unit	<b>Teacher</b>
Job Code	<b>464014</b>	Division	<b>ACTS</b>
Grade/Lane	<b>TA1/Varies</b>	Department	<b>Student Services</b>
FLSA Status	<b>Exempt/Professional</b>	<b>EEO: Other Professional Staff</b>	MSDE Code <b>23</b>

**ROLE**

**A Trauma Therapist has the primary responsibility to provide trauma-competent consultation to FCPS staff and parents and direct therapeutic services and service coordination for identified students exhibiting behaviors of concern.**

**ESSENTIAL FUNCTIONS**

Reporting directly to the Supervisor of Student Services and deploying with Behavior Intervention and Supports team as requested, the Trauma Therapist performs the following duties:

- Provides trauma-competent mental health assessments of identified students at the request of the Behavior Interventions and Supports Teacher Specialists working with elementary school students.
- Actively connects with parents, caregivers, community service providers, and FCPS staff to obtain biopsychosocial, educational, and service interventions histories.
- Conducts home visits with families when appropriate to gain information or to increase engagement and rapport.
- Utilizes developmentally appropriate, valid, and reliable screening assessments.
- Provides consultation to families and schools on meeting the mental health needs of identified students.
- Provides crisis intervention services.
- Teaches and models appropriate communication and interaction skills for working with students with a history of exposure to traumatic stress to parents, teachers, and other associated stakeholders.
- Provides individual therapy to identified students as clinically appropriate in the absence of access to community-based trauma-competent therapists.
- Creates individualized treatment plans for the students receiving direct services from the Trauma Therapist.
- Uses developmentally appropriate, valid, and reliable assessments to evaluate treatment progress. Provides progress reports to the student and parents/guardians and designated school team on a defined schedule.
- Shares outcome data with stakeholders regularly via a therapeutic support summary and provides bi-annual reports of aggregated program services and outcomes.
- Participates in development of IEP objectives as appropriate.
- Coordinates services with community agencies, as needed.
- Provides professional learning workshops for teachers and other school staff.
- Maintains and keeps current documentation of all Trauma Therapist-provided services.
- Attends clinical and staff meetings.
- Maintains regular and predictable attendance.
- Carries out the policies, procedures, and bylaws of the state of Maryland and Frederick County Board of Education.
- Performs other duties as assigned by the Supervisor.

**REQUIRED QUALIFICATIONS**

**Education/Training/Experience:**

- Bilingual/Spanish
- Master's degree from an accredited institution.
- Minimum of three years' experience as a therapist.
- Training and experience using trauma-competent treatment modalities (i.e. EMDR, PCIT, IFS, ITR, play/art therapy, neurofeedback, etc.) and understanding of the neurobiology of trauma.

**Certification/ License:**

- Hold current license as: Licensed Certified Social Worker-Clinical, Licensed Clinical Professional Counselor, or Licensed Psychologist  
**OR**
- Hold MSDE certification as School Social Worker or School Psychologist

**Knowledge/Skills/Abilities:**

- Knowledge and use of culturally responsive practices.
- Demonstrated success in continuous strategic improvement processes, including data analysis and monitoring.
- Demonstrated success in leadership positions.
- Ability to make decisions independently based upon experience, judgment, and established departmental procedures and policies.
- Advanced verbal and written communication and human relations skills.
- Ability to handle confidential and highly sensitive information in a professional manner.
- Ability to build trust and maintain relationships.
- Management and organizational skills that show an ability to prioritize, work under time constraints, and demonstrate flexibility in an environment of multiple tasks and shifting priorities.
- Ability to make regular visits to school, other locations, and state meetings sometimes with little notice.
- Regular and predictable attendance.
- Capable of performing the essential functions of the position with or without reasonable accommodations.

**Physical Requirements:**

- Frequent prolonged and/or irregular hours.
- Ability to speak in an understandable voice with sufficient volume to be heard in normal conversation and on the telephone and in addressing groups.
- Ability to travel to school and other local locations, as well as state meetings, sometimes with little notice.
- Ability to maintain emotional control under stress.
- Ability to spend long hours sitting.
- Ability to reach with hands and arms.
- Sufficient manual dexterity to grasp, handle, manipulate, and/or feel objects and use office technology.
- Sufficient mobility to move about the work area.
- Sufficient vision to read and comprehend printed materials, see distant objects with clarity, and identify and distinguish objects.
- Sufficient hearing to hear and comprehend conversations in person and on the telephone, as well as distinguish sounds up to twenty (20) feet.
- Occasionally climb or balance.
- Occasionally stoop, kneel, crouch, or crawl.
- Occasionally lift five to ten (5-10) pounds.

**Work Environment:**

- Moderate noise (examples: office environment with computers, printers, and telephones; regular conversations within offices, cubicles, hallways, and conference rooms; meetings one-on-one, in small groups, and large settings, etc.)

**PREFERRED QUALIFICATIONS****Education/Training/Experience:**

- Experience working in schools with children with significant emotional and behavioral difficulties.

Revised 2025

**FREDERICK COUNTY PUBLIC SCHOOLS IS AN EQUAL OPPORTUNITY EMPLOYER**

**THIS JOB DESCRIPTION HAS BEEN WRITTEN TO INDICATE THE GENERAL NATURE AND LEVEL OF WORK PERFORMED BY AN EMPLOYEE HOLDING THIS POSITION. IT IS NOT WRITTEN TO INCLUDE OR BE INTERPRETED TO INCLUDE A COMPREHENSIVE INVENTORY OF ALL DUTIES, RESPONSIBILITIES, AND QUALIFICATIONS REQUIRED OF THE EMPLOYEE.**

**NOTHING IN THIS DESCRIPTION RESTRICTS MANAGEMENT'S RIGHT TO ASSIGN OR REASSIGN DUTIES AND RESPONSIBILITIES OR ADD REQUIRED QUALIFICATIONS AT ANY TIME.**