



Director of Clinical Training & Program Evaluation

The Children's Place fills a unique niche in the Health and Human Services landscape of the region, serving the mental health needs of Kansas City's youngest children living with the impacts of extreme trauma. Over the last 46 years, The Children's Place has served more than 20,000 children ages six weeks to nine, who experienced one or more traumatic events. The Children's Place brand is recognized as an agency that uses the highest level of treatment within a hopeful, safe, welcoming, and inclusive environment.

We are looking for a highly motivated person with the ambition to make their mark on the early childhood mental health landscape on a regional, and potentially national level. The newly created Director of Clinical Training & Program Evaluation will oversee an innovative three-year post-graduate Early Childhood Mental Health Fellowship Program. This fellowship program creates a "clinical incubation period" for new master's level graduates. The long-term goal of this programs is to improve the professional retention and quality of training for the field of early childhood mental health.

The Director of Clinical Training & Program Evaluation will participate in the recruitment, selection and oversight of the fellowship training experience. Recruitment efforts will include attention to regional universities and programs serving BIPOC populations and applicants with lived experiences that reflect the diverse socio-economic, religious, language, race, gender and ethnicity of the children and families served by The Children's Place. This position will primarily focus on the administrative and professional development of the fellows, but will also include a research component, to assist the agency in reviewing treatment data, and to elevate the scientific knowledge in the field of early childhood mental health.

Title: Director of Clinical Training & Program Evaluation

Department: Counseling and Family Support Services

Mission Statement: Our mission is to help children and families heal from life's deepest hurts. We work to restore childhood. We tirelessly pursue, find and celebrate healing for young children in our community who have faced trauma, enabling children to lead happy, healthy, hopeful lives.

Diversity, Equity and Inclusion: This Is A Place For You

We believe in resiliency and the capacity to heal; our mission is to help children and families heal from life's deepest hurts.

We believe everyone has a unique life story, and we will listen and stand with those who have felt hurt or vulnerable.

We believe everyone experiences pain. It is the expression of this pain and discomfort that allows for learning and growth.

We believe people are our most vital asset, and healing occurs within the context of relationships. We will work to build an inclusive community where all people feel they are noticed and belong.

We celebrate people from every color, race, ethnicity, place of origin, religion, age, gender, sexual orientation, gender identity and/or expression, socio-economic status, family structure, and those with differences in ability.

We commit to hiring a workforce and recruiting board members to encourage the representation of all groups and perspectives. The children and families we serve deserve to enter a place filled with people who reflect their own diversity.

Furthermore, we see acts of racism and its resulting inequities in our world and will actively work to be an equitable and antiracist Place. Through consistent professional training and development, we commit to creating an environment where all people can say they are welcomed, respected and safe to be themselves.

Position Summary (Includes the reporting structure) This position is suited to a person who wants to elevate and enhance the treatment and knowledge of early childhood mental health. This will be accomplished by first strengthening work force development by overseeing a three-year clinical training fellowship for Master level social workers and/or counselors. Second, this position will provide leadership and

support to analysis and interpretation of individual client and program evaluation data to ensure the organization is providing the highest caliber of mental health services to children aged eight years and younger who have experienced traumatic events.

Up to fifteen percent of this position is allocated for research or study which enhances the field of early childhood mental health and The Children's Place. There is also an expectation that this person will provide educational opportunities related to child trauma locally, regionally and nationally. This position reports to the Vice President of Program Administration. It supervises two to six Clinical Fellows and the Evaluation Coordinator. The Director of Clinical Training will also work closely with program directors.

Position Breakdown:

45% Oversight of Clinical Fellowship Program

15% Research

15% Data Management/Quality Assurance

15% Meetings/Administrative Tasks

10% Direct Clinical Practice which includes testing and potentially therapy

Requirement (Certificates/Degrees/Licenses)

- PhD in clinical or counseling psychology, or PsyD
- Extensive training or certifications in evidence-based treatment modalities which help children who have experienced trauma heal. Modalities may include but are not limited to: Parent Child Interaction Therapy and EMDR.
- Registered Play Therapist or Registered Play Therapist Supervisor certification strongly desired.
- Licensed in or License-Eligible for a Psychology License in the state of Missouri.

Responsibilities

Clinical Fellowship Program Oversight and Supervision:

- Provide direct clinical supervision (on a weekly basis) for two to six individuals in the fellowship program to help them achieve a high level of knowledge and clinical confidence to meet the therapeutic needs of young children. Offer treatment guidance and resources; debrief when challenging clinical

situations occur. Coordinate with other clinical supervisors as needed.

- Create and conduct six-month professional development reviews along with an annual performance review for all Fellows.
- Provide administrative supervision to Fellows, including coordinating and managing their schedules, managing their extensive clinical training activities which include direct services, professional development, and a Capstone project.
- Be attuned and responsive to Fellows' needs so they learn how to promote work life integration skills that will maximize well-being and compassion satisfaction. Identify effective interventions to minimize clinical fatigue, secondary traumatic stress and burnout out, as need arises.
- Participate in the interview process and selection process of Fellows, every other year.
- Create and integrate effective program components including:
 - Provide research or evidence-based treatment
 - Involve caregivers in the treatment planning and treatment process (when possible)
 - Implement trauma responsive interactions and interventions
 - Provide culturally responsive services to eliminate inequity and increase access to services

Direct Client and Community Services:

- Provide psychological assessment and testing services for young children, approximately two to three per month.
- Maintain weekly communication with Admissions Coordinator to facilitate appropriate and timely referral and matching of clients and Fellows.
- Maintain relationships and communication with partner agencies regarding Fellow placement, collaboration and referrals.
- Develop and present workshops and trainings on behalf of the agency to expand the knowledge of others about early childhood mental health. May present locally, regionally, nationally or internationally.

- Provide leadership for direct reports and others throughout the agency, modeling effective communication and professional behavior to ensure an environment that is equitable and safe for all staff, clients, community partners and visitors.

Administrative and Quality Assurance Responsibilities:

- Collaborate with Vice President of Program Administration and Evaluation Coordinator to regularly review client and program outcome data to determine recommendations for program improvement, growth, and development.
- Skillfully allocate, monitor and utilize program resources. Actively participate in budget planning; oversee revenues & expenses on a monthly basis.
- Become proficient with the agency's electronic medical record system to support the training and learning of Fellows and to assist with the reporting and use of data for measuring program effectiveness.
- Learn and demonstrate compliance with all agency policies and procedures related to the clinical process.
- Collaborate with Grant Manager and Accountant to ensure compliance and fiscal responsibility of grants supporting the fellowship program.
- Participate in an annual review of policy and procedures relevant to client services and help prepare and support Joint Commission accreditation and other quality assurance reviews.
- Participate in monthly All Staff meetings, department meetings and monthly Leadership Team meetings.

Professional Development and Research:

- Maintain current professional psychology licensure
- Oversee the planning, implementation and presentation of Capstone projects by Fellows
- Effectively represent The Children's Place through regular attendance at professional meetings in the community, as needed
- Publish one article or present at national conference every two years

Program Development:

- Develop, monitor and adjust programs to ensure services meet client's therapeutic needs as funding and staffing permits
- Maintain a high level of clinical knowledge about the current treatment of trauma and provide ideas and guidance to leadership when program decisions are being made
- Modify program services based on client and caregiver feedback, outcome data collected from the agency, and changing trends in clinical practice

Preferred Skills/Experiences

- Minimum of five years clinical experience
- Experience working with young children and their caregivers
- Ideally three years supervisory/management experience
- General knowledge of the signs and symptoms of child abuse and/or neglect
- Knowledge of the role of a mandated reporter, and the child welfare system
- Demonstrate high level of knowledge about child development
- Demonstrate a high level of ethical integrity
- Possess a high level of initiative and eagerness to achieve goals
- Use appropriate interpersonal communication styles and methods to develop interdisciplinary team camaraderie and cooperation.
- Employ a strengths-based approach
- Ability to interact professionally and cross-culturally with clients, families, staff, board and community partners.
- Willingness to manage difficult child behaviors
- Physical ability to lift young children and engage in play activities on floor without restriction
- Proficiency of the English language, both verbal and written

- Comfort with public speaking
- Ability to be solutions-focused and build consensus
- Knowledge and ability to demonstrate organizational and time management skills
- Demonstrated track record of accuracy, timeliness, dependability, and attention to detail
- Demonstrated ability to maintain confidentiality regarding records, clients and sensitive data
- Competence and ability to utilize technology and the use of Microsoft suite of programs including, Windows, Excel and PowerPoint.

Performance Measurement: Performance will formally be evaluated after initial 90 days of employment and annually thereafter.

Working Conditions

- Some travel will be required
- Facility dog on site
- Ability to access multiple levels of a building
- Be responsible for client safety
- Must understand and lead staff during building security procedures
- Business casual office attire
- Exposure to childhood illnesses. Flu and COVID vaccination strongly recommended
- Exposure to sensitive client subject matter
- Exposure to vicarious trauma

Organizational Culture: We offer flexible working arrangements and emphasize the importance of employees caring for their own mental health. We work hard but also value self-care and are intentional on providing benefits that help employees take care of themselves and their dependents. We believe in celebrating each other, and also rallying around the unified passion for helping children heal from their hurts and thrive.

Equal Opportunity Employer: The Children's Place is an equal opportunity employer that makes employment decisions regarding individuals and employees on the basis of their qualifications without regard to race, religion, color, sex, gender identity, sexual orientation, age, national origin, disability, veteran or other status protected by law.

Disclaimer

Other duties will be required/requested for effective job performance. This is not a contract for employment but an outline of essential functions and expectations.

Applications

Please send resume to D.J. Barnes, Vice President of People & Culture, at barnesdj@childrensplacekc.org.