DAY TREATMENT PROGRAM MILIEU SPECIALIST

The Center for Resilience: About Us
The Center for Resilience is an independent non-profit, originally founded as the New Orleans Therapeutic Day Program, a collaboration among the Recovery School District, Orleans Parish School Board, and Tulane University Medical School’s Department of Child and Adolescent Psychiatry. We are a separate setting currently serving children in grades K-8 with significant behavioral and/or mental health disabilities. Our mission is to provide clinically sound, academically effective, and culturally sustaining services to ensure the emotional well-being and academic readiness of children with behavioral health disabilities in the Greater New Orleans region.

More specifically, the Center provides a caring, therapeutic milieu with positive behavioral supports, trauma-informed approaches, evidence-based mental health practices, small-group classroom instruction, and therapeutic recreation activities. Our goal is to build students’ skills so they can transition back to their home school setting. We love children and believe in a strengths-based framework for working with even the most challenging of students. We believe healthy relationships are the cornerstone of any behavioral health growth, and expect our team members to model healthy relationships with one another and with the children with whom we work.

Typically, students referred to The Center have moderate to severe mental and behavioral health needs. While there is no “typical” child at The Center, a student’s profile might include a history of hospitalizations, physically aggressive behaviors towards peers and/or adults, property damage, family and/or community trauma, challenges with impulsivity and executive functioning skills, internalizing/withdrawn behaviors, and/or self-injurious behaviors.

Elementary Day Treatment Program Milieu Specialist: About the Position
The Center for Resilience seeks experienced milieu (behavior) specialists to serve as frontline staff modeling and building healthy relationships with children in the program, preventing and responding to behavioral crises, working to de-escalate challenging behaviors, and maintaining the overall health of the therapeutic milieu.

Responsibilities of the day treatment program milieu specialist include implementing NOTDP's adopted intervention models, including Therapeutic Crisis in Schools (TCIS); Professional Crisis Management (PCM); Collaborative and Proactive Solutions (CPS); and restorative practices. Milieu specialists constantly survey the environment and work with all team members to minimize environmental factors that may trigger behavioral outbursts. Milieu specialists are responsible for leading small-group physical and/or enrichment activities and may spend extensive time one-on-one with children who are having trouble functioning with others. Milieu specialists serve as the first responders when there is a behavioral crisis, which may involve taking the lead on physical restraints and monitoring seclusions.

Qualified Candidates: About You
You have a warm heart and thick skin. You care deeply about children and don’t take things personally. You believe in what’s possible for our children to achieve but don’t get frustrated when they’re telling us they’re not yet ready to achieve those things. You know the difference between love and tough love, and you show love to kids at The Center for Resilience. You can build warm, caring relationships with children and adolescents but still set and enforce limits with regards to what and what is not acceptable behavior at The Center. You’re excited to partner with clinicians who have deep expertise in trauma and therapeutic approaches, and about being part of a culture that treats kids with dignity and respect. You’d rather respond to challenging behavior by working with a child to solve the problem than administering a disciplinary consequence. You act as a steward of our organization and, in so doing, uphold our team commitments, all aspects of your job description, and a focus on child wellness. You’ve got no time for drama and are willing to have direct and honest conversations with colleagues. You’re human, so every once in a while you fall down when executing on the job, and then you ask for help. You take our work seriously, and yourself less so. You’re nice.

Position Responsibilities and Qualifications: The Details
The Milieu Specialist is responsible for implementing preventative strategies to minimize behavioral outbursts, such as building positive relationships and creating a therapeutic environment, and for providing the primary support to students in need of additional behavioral support, such as removal from a setting for any type of therapeutic or behavioral need (e.g., break, cool down, crisis, etc.) when those outbursts occur. The Milieu Specialist will be part of a team of Specialists working together to ensure a healthy, safe, consistent milieu. The Milieu Specialist will report to the Site Director.
Please note: The Behavior Specialist is the behavioral team equivalent of a classroom paraprofessional. Behavior Specialists will be the first responders to students in crisis and must be physically capable of engaging in crisis management and physical management, as needed, for students up to 16 years of age.

**Principal Duties and Responsibilities:**
Supporting students in all aspects of the therapeutic and positive behavioral milieu, including:

- Modeling and implementing all interventions used at NOTDP
- Enforcing and adhering to all therapeutic program policies and procedures related to behavior support
- Supervising the cool down seclusion room and supporting students in crisis
- Documenting all required behavior data and reporting forms, daily
- Ensuring state behavioral regulations and guidelines are followed, including those related to restraint and seclusion
- Collaborating with therapeutic program staff to track and identify behavior trends
- Helping implement the classroom behavior system
- Actively participating in professional development

**Knowledge, Skills and Abilities Required:**

- A belief in positive interventions and supports and a strong commitment to providing a therapeutic, positively-oriented experience to students with severe behavioral health challenges
- Ability to work effectively as a member of a team
- Ability to work in an innovative environment
- Flexibility, grit, kindness, and an asset-based mindset
- Experience working with students with severe behavioral disabilities in a therapeutic environment strongly preferred
- Some evening or weekend hours may be required
- Successful candidates must:
  - Believe that all children do well if they can
  - Become certified in crisis prevention and restraint interventions, including Therapeutic Crisis Intervention in Schools and Professional Crisis Management
  - Be able to sit, stand, walk, reach, bend and lift up to 10 pounds
  - Be able to give and receive information electronically
  - Respond positively to supervision and accept suggestions for improvement
  - Comply with state and district regulations, policies and procedures

- **Minimum Requirements**
  - Associate Degree (or higher) or two years of college credit (48 hours minimum); to include English Composition hours, English/Reading – 9 hours, and Mathematics – 6 hours) **or**
  - Para Pro Assessment Results (minimum score 450) and High School Diploma

**How to Apply**
Interested candidates should send a resume and tailored cover letter outlining their experience and qualifications to Lisa Legeaux, Site Director, at **lisa.legeaux@cfla.org** and CC Dr. Liz Marcell Williams, Chief Executive Officer, at **liz.marcell.williams@cfla.org**