



Independent Contractor:

Bilingual (Eng/Sp) Mental Health Consultant for Early Education Center

Primary Support Person

Debbie Banuelos (Site Supervisor)

General Position Information

Part-time non-exempt position. Anticipated need is 2-10 hours a week.

Salary: \$165.00- 195.00 per hour- depending on experience

To apply please send a cover letter, resume, and provide contact information for 3 professional references to recruitment@wafwc.org.

Who we are

Walnut Avenue Family & Women's Center (Walnut Avenue) is a 501 (c) nonprofit organization dedicated to improving the quality of life for women, children, and families in Santa Cruz County for 90 years and is a strength-based family center.

Our agency programs include our Early Education Center, Services for Children & Youth, Services for Survivors of Domestic Violence, Family Support Services, and Community Engagement.

Summary of primary job functions

Under the support of the Site Supervisor, the Bilingual Mental Health Consultant (MHC) supports the Early Education Center (EEC) programs in our infant, toddler, preschool and preK classrooms.

Who may apply

A licensed mental health professional, including a marriage and family therapist, a licensed clinical social worker, a licensed professional clinical counselor, a licensed psychologist, a licensed child and adolescent psychiatrist, a credentialed school counselor, or a school psychologist credentialed pursuant to Section 44266, and employed pursuant to Section 49400, of the Education Code. The mental health professional providing services under this category shall:

- a. have at least three years of experience providing mental health services to children zero to five years of age,

- b. have training in infant, family, and early childhood mental health,
- c. be adequately insured,
- d. have held their respective license for a minimum of two years, and be in full compliance with all continuing education requirements applicable to their profession. Furthermore, a mental health professional meeting these requirements who is providing supervision to license-eligible mental health professionals in category 2 below, may be an employee of a contracting agency, including on a temporary or part-time basis, or engaged as an external contractor, provided that supervision takes place on a regular basis that is sufficient to offer professional guidance and support.

2. A license-eligible mental health professional who is supervised by a person meeting all of the requirements described in category 1 above. This category is limited to those who are license-eligible in the following classifications:

- a. marriage and family therapist,
- b. clinical social worker,
- c. professional clinical counselor,
- d. psychologist, or
- e. child and adolescent psychiatrist.

3. A person who meets all the following requirements

- a. holding, at a minimum, a master's degree in a field related to mental health or human services, including, but not limited to: marriage and family therapy, clinical social work, professional clinical counseling, infant mental health, human development, human services, psychology, school psychology, child and adolescent psychiatry or occupational therapy, education, social work, and other related fields, as determined by the department,
- b. has at least three years of experience working with children zero to five years of age, and
- c. who is supervised by a person meeting all of the requirements described in category 1 above. Moreover, the licensed professional that provides and/or supervises ECMHC services is required to have a successful criminal background check.

Overview of MHC responsibilities

MHC must use a relationship-based model emphasizing strengthening relationships among early childhood education providers, parents, children, and representatives of community systems and resources, and integrates reflective practice into the onsite consultation model. This model shall include, but not be limited to, all of the following:

- At least twice per program year, conducting early care- and education setting based mental health assessments, such as the “Climate of Healthy Interactions for Learning & Development (CHILD)” or other appropriate instrument.
- Recordkeeping that adequately documents all consultation activities.
- With consent from parents or legal guardians, at least one screening of each enrolled child for adverse childhood experiences and screening for buffering factors, including, but not limited to, resilience.

Responsibilities include;

- Support for providers, parents, legal guardians, and caregivers to create proactive trauma-informed, inclusive environments and to respond effectively to all children.
- Assistance through individual site consultations, provision of resources, formulation of training plans, referrals, and other methods that address the unique needs of programs and providers.
- Aid to providers, parents, legal guardians, and caregivers, and encouragement and facilitation of collaboration and communication, in developing the skills and tools needed to be successful as they support the development and early learning of all children, including observing environments, facilitating the development of action plans, and supporting site implementation of those plans.
- The development of strategies for addressing prevalent child mental health concerns, including internalizing problems, such as appearing withdrawn, and externalizing problems, such as exhibiting persistent and serious behaviors.
- If a child exhibits persistent and serious behaviors, support with the pursuit and documentation of reasonable steps to maintain the child’s safe participation in the program, as described in WIC Section 10491.1.
- The ECMHC service is provided on a schedule of sufficient and consistent frequency, continuously throughout the program year, to significantly contribute to all of the following:
 - improving interpersonal relationships and child outcomes.
 - Increasing the confidence, competence, and well-being of those consulted.
 - Eliminating suspensions and expulsions.
- Group or individual consultations of any of the actions described in the above list.

Training requirement for MHC

Professional Training Requirements for Mental Health Providers Pursuant to WIC Section 10281(b)(4), within the first 30 days upon hire or start of consultation service, Walnut Avenue Family & Women’s Center must ensure MHC is trained in all of the following:

1. California law and professional ethics for early childhood mental health consultation, including all of the following:
 - a. Contemporary professional ethics and statutory, regulatory, and decisional laws that delineate the scope of practice of early childhood mental health consultation.

- b. The therapeutic, clinical, and practical considerations involved in the legal and ethical practice of early childhood mental health consultation.
 - c. Confidentiality, particularly as it pertains to minors.
2. Child abuse and neglect mandated reporting laws.
 3. Best practices and foundations of ECMHC.
 4. All relevant laws and regulations regarding state and federal child care programs. Continuing Education Requirements Pursuant to WIC Section 10281(b)(5), consultants and supervisors shall participate in continuing professional development and education for at least 18 hours per program year. Topics may include, but are not limited to:
 - infant-family and early childhood mental health,
 - implicit bias and equity,
 - trauma-informed practice,
 - early childhood development, and
 - consultation.

Job Specific Knowledge, Skill & Abilities

Walnut Avenue Family & Women's Center complies with ADA including providing reasonable accommodations.

- Regular use of hands, wrists, and finger movements; ability to perform repetitive motion (keyboard), writing (notetaking). Ability to operate a computer keyboard and other office equipment
- Ability to sit and/or stand for long periods of time; twisting, bending, pushing, pulling, holding, and lifting up to 40 lbs.
- Ability to hear normal speech, hear and talk to exchange information in person and telephone
- Ability to think and work effectively under pressure; Ability to effectively serve participants; decision making, maintain a concentrated level of attention to information communicate in person and by telephone throughout a typical workday; ability to understand and retain instructions from supervisor in person, by email or by telephone; attention to detail.
- Bilingual/Bi-literate (English/Spanish) required
- Proof of full immunization and proof of negative TB tested
- Experience managing CDE grants (CSPP, CCTR and CACFP) preferred but not required. Some grant data collection/reporting experience extremely helpful.
- Utilize computer programs to effectively respond to job requirements

- Excellent time management and organization skills to work effectively and to provide responsible leadership
- Work cooperatively and effectively with other staff, parents and representatives of community organizations and agencies
- Commitment to maintain a mutually respectful & supportive work environment that values and empowers team members to collectively accomplish program goals
- All offers of employment at Walnut Avenue are contingent upon clear results of a thorough background check/fingerprinting.

It is the policy of Walnut Avenue Family & Women's Center to provide equal employment, volunteer opportunities and services (EEO) to all persons regardless of race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, age (40 years and over), sexual orientation, veteran and/or military status, protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act or the California Family Rights Act), domestic violence victim status, political affiliation, and any other status protected by federal, state or local law.