



STATE OF OREGON
Oregon Health Authority (OHA)
POSITION DESCRIPTION

Position Revised Date:
04/02/2024

Agency: Oregon Health Authority

Division: Oregon State Hospital

☐ New

☒ Revised

This position is:

☒ **Classified**

☐ **Unclassified**

☐ Executive Service

☐ Mgmt Svc – Supervisory

☐ Mgmt Svc – Managerial

☐ Mgmt Svc – Confidential

SECTION 1. POSITION INFORMATION

a. Classification Title: Behavioral Health Specialist 2

b. Classification No: C6534

c. Effective Date: TBD

d. Position No: _____

e. Working Title: Dance/Movement Therapist 2

f. Agency No: 44300

g. Section Title: Treatment Services: Creative Arts & Recreation Therapies

h. Employee Name: _____

i. Work Location (City — County): Salem-Marion

j. Supervisor Name: Jessica Steinhebel, Director of Creative Arts & Recreation Therapies

k. Position: ☒ Permanent ☐ Seasonal ☐ Limited Duration ☐ Academic Year
☒ Full-Time ☐ Part-Time ☐ Intermittent ☐ Job Share

l. FLSA: ☒ Exempt ☐ Non-Exempt If Exempt: ☐ Executive ☒ Professional ☐ Administrative
m. Eligible for Overtime: ☐ Yes ☒ No

SECTION 2. PROGRAM AND POSITION INFORMATION

a. Describe the program in which this position exists. Include program purpose, who's affected, size and scope. Include relationship to agency mission.

OHA values health equity, service excellence, integrity, leadership, partnership, innovation, and transparency. OHA's health equity definition is "Oregon will have established a health system that creates health equity when all people can reach their full potential and well-being and are not disadvantaged by their race, ethnicity, language, disability, age, gender, gender identity, sexual orientation, social class, intersections among these communities or identities, or other socially determined circumstances. Achieving health equity requires the ongoing collaboration of all regions and sectors of the state, including tribal governments to address: the equitable distribution or redistribution of resources and power; and

recognizing, reconciling, and rectifying historical and contemporary injustices.” OHA’s 10-year goal is to eliminate health inequities.

The Oregon State Hospital Division is aligned with the Oregon Health Authority’s core values of partnership, service excellence, leadership, integrity, health equity, innovation, and transparency. In our practice, these values are expressed through:

Service Excellence:

- Understanding and responding to Oregon public health needs and the people we serve
- Pursuing our commitment to innovation and science-based best practices
- Fostering a culture of continuous improvement

Leadership:

- Building agency-wide and community-wide opportunities for collaboration
- Championing public health expertise and best practices
- Creating opportunities for individual development and leadership

Integrity:

- Working honestly and ethically in our obligation to fulfill our public health mission
- Ensuring responsible stewardship in public health resources

Health Equity:

- Eliminating health disparities and working to attain the highest level of health for all people
- Ensuring the quality, affordability, and accessibility of health services for all Oregonians
- Integrating social justice, social determinants of health, diversity, and community

Partnership:

- Working with stakeholders and communities to protect and promote the health of all Oregonians
- Seeking, listening to, and respecting internal and external ideas and opinions
- Exploring and defining the roles and responsibility of public health staff and partners

Innovation:

- We are not satisfied with the status quo if there are new and better ways to meet the needs of the people we serve. We bring creativity, experience, and openness to our search for solutions to problems. We pursue opportunities to develop new evidence to evolve our practices.

Transparency:

- We communicate honestly and openly, and our actions are upfront and visible. We provide open access to information and meaningful opportunities to provide input and participate in our decision-making.

The Treatment Services Department at the Oregon State Hospital utilizes a treatment mall model to deliver individualized treatment to every patient at Oregon State Hospital. Clinicians are available from the following specialist disciplines: Art, Dance/Movement, Music, and Recreation Therapies, Native Services, Nursing, Occupational Therapy, Physical Therapy, Spiritual Care, Supported Education, and Vocational Rehabilitation.

Treatment Services is the facilitator and coordinator of active treatment and structured activities in the environment that meets the patient’s needs.

Guiding Principles and Values:

- We focus on what is in it for the patient, not ourselves or our department
- We partner with others and ask, “how can we help?”
- We listen to understand
- We walk with our staff
- We celebrate challenges and constructive criticism
- We give directives with care and intent

- We focus on being real not right
- We are skeptical of our success and failure
- We create environments for people to be their best selves and do their best work
- We understand we can always be greater than we are today

b. Describe the primary purpose of this position, and how it functions within this program. Complete this statement. The primary purpose of this position is to:

The purpose of this position is to provide advanced clinical knowledge and expertise to develop and provide specialized treatment services that focus on leading evidence-based and advanced Dance or Movement Therapy psychotherapeutic and psychoeducational treatment for both groups and individuals. This position will participate and collaborate in Interdisciplinary Treatment (IDT) meetings and treatment care planning, which includes the clinical formulation and assessments leading to the mental health diagnoses of patients. Observe and document patient response to interventions and modify interventions as needed. Conduct comprehensive assessments to help develop individualized and discipline specific psychotherapeutic and behavioral interventions for patients through the use of Dance or Movement Therapy. Work is conducted independently but regularly reviewed to ensure treatments are done in accordance with regulations and evidence-based practices. Therapists may supervise students and interns as approved within their discipline's professional guidelines.

Apply specialized and advanced clinical Dance or Movement Therapy-specific knowledge to complete comprehensive assessments, collaborate with the IDT in clinical formulation and develop patient plans and behavioral health interventions to shape behavior. Provide specialized and advanced discipline specific therapy. Develops evidence-based programming in consideration of resident needs. Provide guidance to staff individually and/or in multi-disciplinary teams.

This position requires board-certification in Dance/Movement Therapy. If licensed by the State of Oregon and specific discipline board requirements, this position may also provide clinical peer support to BHS1 staff working toward their required hours for full credentialing. This position requires Oregon QMHP credential if State of Oregon licensure is not available for the discipline specific graduate degree.

SECTION 3. DESCRIPTION OF DUTIES

List the major duties of the position. State the percentage of time for each duty. Mark "N" for new duties, "R" for revised duties or "NC" for no change in duties. Indicate whether the duty is an "Essential" (E) or "Non-Essential" (NE) function.

Note: If additional rows of the below table are needed, place cursor at end of a row (outside table) and hit "Enter"

% of Time	N/R/NC	E/NE	DUTIES
10%	R	E	<p>A. ASSESS CLINICAL NEEDS OF PATIENTS:</p> <ol style="list-style-type: none"> 1. Respond to Discipline referrals by completing standardized assessments in compliance with national association standards, and OSH policies and protocols. 2. Conduct ongoing Dance/Movement Therapy assessments for both individuals and within group settings and in compliance with OSH policies and protocols. 3. Administer advanced assessments/questionnaires/patient surveys to help identifying treatment needs and progress to better inform patient care. 4. Develop treatment recommendations for providing specialized services individualized to each person's assessment outcomes and communicate to Interdisciplinary Treatment Team (IDT) through established communication channels.

			<ol style="list-style-type: none"> 5. Document clinical assessments through established documentation methods in Electronic Medical Records in accordance with OSH policies and protocols. 6. Maintains advanced knowledge of all OSH treatment service options and consults with unit IDT and clients to ensure each client is participating in treatment services relevant to their individualized treatment needs. 7. Assignment of the most complex 1:1 therapy cases. 8. May assist with training BHS1 level clinicians in assessments.
5%	N	E	<p>B. PLAN CLINICAL INTERVENTIONS AND PROGRAMING: Assist in the development of high-quality program plans/curriculums/ interventions that:</p> <ol style="list-style-type: none"> 1. Follow Dance/Movement Therapy standards of practice in the development of evidence-based program plans and clinical interventions, as outlined by Discipline's Professional and Credentialing Boards. 2. Development of evidence-based psycho-educational and psycho-therapeutic group and individual therapy program plans specific to Dance/Movement Therapy. 3. Utilize the process and format of planning provided by Treatment Services Department leadership. 4. Fall within scope of service and clinical competency. 5. Follow Policies related to Risk Management and treatment services being provided. 6. Utilize the State of Oregon Library resources provided as a state employee, and other approved resources in planning development. 7. Utilize additional professional resources to maintain knowledge of current Dance/Movement Therapy-specific Evidence Based Practice (EBP) interventions and advanced techniques. 8. Collaborate as needed with other disciplines to review curriculums or program planning to facilitate a broader scope of services to help meet a variety of patient needs. 9. Consult with Interdisciplinary Treatment Teams to identify and develop specialized evidence-based interventions to address specific treatment care plan needs and tracks progress through documentation. 10. Assist IDT members in development and implementation utilizing Dance/Movement Therapy interventions to support patient treatment goals. 11. May be assigned more complex patient cases requiring advance clinical expertise. 12. Provide guidance to BHS1 staff in development of Dance/Movement Therapy program plans and clinical interventions.
45%	R	E	<p>C. IMPLEMENT CLINICAL INTERVENTIONS AND PROGRAMS:</p> <ol style="list-style-type: none"> 1. Communicate and Coordinate with the Treatment Mall and assigned clinical team regarding services being offered. 2. Provide advanced Dance or Movement Therapy to patients through 1:1s, on-unit clinical groups, and/or treatment mall

			<p>clinical groups. Dance/Movement Therapists utilize movement as a psychotherapeutic tool to foster the holistic integration of emotions, social interactions, cognition, and physical well-being in patients. Advanced clinical interventions are applied to delivery of therapy, including psychoeducation, psychotherapy and processing. At this level, the dance or movement therapist applies advanced knowledge, extensive experience, and judgement; and works with the most complex cases.</p> <ol style="list-style-type: none"> 3. Provide Dance/Movement Therapy evidence-based group and individual therapy to patients with consideration for a patient's cultural identity and past trauma through on-unit and/or on the treatment mall. 4. Provide coverage for Treatment Services peers as needed and respond to emergent patient needs. 5. Follow OHA/OSH Policies and Protocols related to treatment facilitation and patient interactions. 6. Establish and maintain a therapeutic relationship with patients. 7. Develop, review, and implement Dance/Movement Therapy individualized treatment care for individuals within assigned program utilizing advanced clinical knowledge. 8. Provide consultations as assigned, including outside primary program area and/or in response to IDT requests. 9. Reassess goals as determined by patient's treatment progress. 10. Terminate patient from treatment when goals have been achieved. 11. Attend program mall huddles, Unit Leadership meetings, other meetings to assure good communication and effective treatment service. 12. Communicate and Coordinate with the Treatment Mall and assigned clinical team regarding services being offered.
20%	R	E	<p>D. DOCUMENT CLINICAL INTERVENTIONS AND CLIENT RESPONSE.</p> <ol style="list-style-type: none"> 1. Document using the established Treatment Services protocols for the clients served using EMR. 2. Generate accurate written documentation of all treatment within the hospital guidelines and time frames. 3. Indicate progress towards TCP goals. 4. Collect outcome data and share through documentation in the EMR. 5. Provide recommendations for treatment. 6. Follow JC/CMS requirements. 7. Discipline Conduit Role-Provide written and/or oral reports on caseload to the IDT during TCP Reviews and/or Leadership Meetings. 8. Recommend modifications and/or reassessment of Treatment Services goals/interventions.
10%	R	E	<p>E. CLINICAL SUPERVISION, EDUCATION AND PROFESSIONAL DEVELOPMENT</p> <ol style="list-style-type: none"> 1. Participates in regular clinical supervision meetings with assigned clinical supervisor.

			<ol style="list-style-type: none"> 2. Participates in continuing education to maintain professional competence and in accordance with Dance/Movement Therapy credentialing and licensing requirements. 3. Assume personal responsibility for ongoing continuing education and professional development. 4. Maintain all job-related credentials, licenses, and certifications, reporting change if necessary. 5. Actively participate in individual and group clinical supervisions with Creative Arts and Recreation Therapies Director or designee. 6. Attend departmental and discipline in-services and meetings. 7. Complete annual education e-learnings, Safe Together and CPR updates within due date. 8. Provide guidance or education as needed with IDT to improve persons served care within scope of Dance/Movement Therapy. 9. Develop and provide departmental in-service training to unit and program staff in strengthening skills for provision of culturally responsive, trauma-informed, and evidence-based services within scope of Dance/Movement Therapy. 10. Pursues personal and professional growth through education and training and participation in relevant professional organizations; pursues education and training related to the impact of systemic racism, anti-racism, elimination of health inequities, trauma-informed practices, social determinants of health and equity, universal accessibility, and development of diverse and inclusive work environments. 11. Provide clinical peer support as assigned to BHS1 staff.
5%	R	E	<p>F. EVALUATE SERVICES, QUALITY ASSURANCE AND PROCESS IMPROVEMENT ACTIVITIES:</p> <ol style="list-style-type: none"> 1. Develops, implements, and evaluates efficacy of Dance/Movement Therapy program plans and curriculum. 2. Regularly evaluate efficacy of clinical interventions and communicate the outcomes with clinical supervisor as needed. 3. Utilize standardized measuring tools when available. 4. Demonstrate creativity, adaptability, and professional skills when revising program plans or curriculums based on most current research or evidence-based practice. 5. Provides clinical peer support for BHS1 staff and participates in regular curriculum development planning discussions. 6. Track metrics as assigned. 7. Engage in OSH Process Improvement activities. 8. Utilize Lean Management techniques and systems. 9. Participates in Treatment Services Department committees and projects, follows Dance/Movement Therapist professional organizations ethical standards of practice and procedures in OSH Treatment Services Protocols. 10. Participates in continuing education to maintain professional competence. 11. Attends mandatory department meetings, hospital trainings and review of policies per designated timelines and serves on departmental committees as assigned by Director of Creative

			<p>Arts and Recreation Therapies.</p> <p>12 . Assist in the collaboration of development and implementation of OSH Mission and programs and other duties as assigned by supervisor.</p>
5%	R	E	<p>G. TEAM INTERACTIONS:</p> <ol style="list-style-type: none"> 1. Comply with all organizational levels' policies and procedures, OHA and OSH. 2. Participate as an active member of the Treatment Services Department. 3. Participate as an active member of the Interdisciplinary Treatment Team(s) as assigned. 4. Participate as an active member of assigned Treatment Service Delivery Model team. 5. Establish and maintain a professional relationship with co-workers. 6. Facilitate constructive resolutions when interacting in conflicting or stressful situations. 7. Communicate regularly with Director/ Associate Director of Creative Arts & Recreation Therapies and other Treatment Services managers, informing them of actions taken in unusual situations, limitations in skill, scheduling issues, absences, leave, supplies, etc. 8. Represent the Treatment Services' clinical perspective in a professional manner. 9. Demonstrate responsibility to the success of the department and team by assisting co-workers, participating in program-wide activities, attending meetings, et cetera. 10. Prioritize and coordinate daily schedule to achieve maximum productivity and efficiency. 11. Keep a current electronic calendar in Outlook, granting clinical supervisor (and co-workers as needed) read access.
Ongoing	R	E	<p>H. CULTURAL COMPETENCY AND DIVERSITY</p> <ol style="list-style-type: none"> 1. Consistently treats patients, colleagues, staff, and community partners with dignity and respect. 2. Demonstrates recognition of the value of individual and cultural difference; creates a work environment that is respectful and accepting of diversity where talents, abilities and experiences are valued and leveraged. 3. Assures that service delivery is provided in a culturally and linguistically responsive manner; assures that printed materials are available in different languages as needed and/or in alternate format; bilingual services are available; and facilities are accessible for all patients, their families and community members. 4. Proactively creates and maintains an inclusive environment for all staff and patients. 5. Demonstrates understanding, applying principles related to eliminating health inequity. 6. Demonstration of effective delivery of culturally responsive, anti-racist, inclusive and trauma-informed services policies and practices, including evidence of ongoing development of

			personal cultural awareness and humility.
Ongoing	N	E	<p>I. IMPROVING ORGANIZATION PERFORMANCE:</p> <ol style="list-style-type: none"> 1. Tracks and complies with documentation and other metric requirements as determined by Oregon State Hospital and Treatment Services department administration. 2. Actively makes suggestions to organizational continuous improvement through current LEAN methodology.
Ongoing	R	E	<p>J. CORE VALUES:</p> <p>As an employee of Oregon State Hospital and the Treatment Services Department, demonstrates awareness, Understanding and alignment in service delivery with the OHA Core Values of Service Excellence, Leadership, Integrity, Partnership, Innovation and Health Equity.</p>

SECTION 4. WORKING CONDITIONS

Describe any on-going working conditions. Include any physical, sensory, and environmental demands. State the frequency of exposure to these conditions.

The position involves working with psychiatric inpatient populations with serious mental illness on a daily, basis. Safety considerations include contact with individuals experiencing altered mental states and extreme emotional dysregulation that may manifest as verbal or physical aggression toward staff and other patients.

Work in this setting may involve exposure to loud noises and infectious diseases. You may be required to travel throughout the state on an occasional basis. Terminate patient from treatment when goals have been achieved. You may be required to work additional hours upon an emergent basis to meet business needs in accordance with the SEIU collective bargaining agreement. Terminate patient from treatment when goals have been achieved. Work for this position is required to occur between 7 a.m. and 6 p.m. on-site unless preapproved by the Director of Creative Arts & Recreation Therapies (or designee) to meet a specific clinical need.

SECTION 5. GUIDELINES

a. List any established guidelines used in this position, such as state or federal laws or regulations, policies, manuals, or desk procedures:

Jobs at this level have readily available professional leadership or managerial supervision.

Accreditation, discipline professional standards and code of ethics as well as agency policy and procedures govern judgment used for collaborative problem solving.

1. Oregon State Hospital Policies and Protocols
2. Oregon State Hospital Treatment Services Dept Protocols
3. Guidelines of accrediting agencies; Joint Commission and CMS Standards
4. Oregon Administration Rules (OAR) and Oregon Revised Statutes (ORS) describing standard of care Oregon Revised Statute Standards
5. DAS and OHA Policies and Procedures
6. Dance/Movement Therapists: Dance/Movement Therapy Certification Board, Mental Health and Addiction Certification Board of Oregon, Oregon Health Authority Health Licensing Office, Mental Health and Addiction Certification Board of Oregon, Standards of Practice and Code of Ethics

b. How are these guidelines used?

These guidelines are used to govern and set standards for conduct, service delivery, and processes. These guidelines set standards for patient assessment, intervention, and delivery of Dance/Movement Therapy group and individual therapy at the Oregon State Hospital.

SECTION 6. WORK CONTACTS

With whom, outside of co-workers in this work unit, must the employee in this position regularly come in contact? When applicable, please identify contacts that might be virtual/ in-person, or both.

Note: If additional rows of the below table are needed, place cursor at end of a row (outside table) and hit "Enter".

Who Contacted	How	Purpose	How Often?
Persons with severe mental illness admitted to OSH	In person	Provide Assessment, Treatment Planning, Interventions, evaluation, and documentation	Daily
Treatment Services Department Staff	<ul style="list-style-type: none"> • In Person • Phone • Email Team Meetings	Coordinate services Provide clinical assessment and documentations for persons on caseload; assigned to clinical treatment group or Dance/Movement Therapy specialized services referral Coordinate Treatment Plan interventions for Individual persons served.	Ongoing
Discipline Director	<ul style="list-style-type: none"> • In Person • Phone • Email • Individual Clinical Supervision • Group Clinical Supervision • Department Meetings 	<ul style="list-style-type: none"> • Clinical Supervision • Discipline coordination • Discipline Specific Education • Discipline Specific Program Development • Quality Assurance of Clinical Services • Review Work 	Ongoing

Volunteers/Student Interns	<ul style="list-style-type: none"> • In Person • Phone • Email • Team Meetings 	<ul style="list-style-type: none"> • Program Development • Professional Development 	As needed
Director of Treatment Services OR Designee	<ul style="list-style-type: none"> • In Person • Email • Department Meetings 	<ul style="list-style-type: none"> • Implementation Hospital Initiatives and Mission • Departmental Level Mission • Departmental Level Goals • QI and PI projects 	Occasionally

SECTION 7. POSITION-RELATED DECISION MAKING

Describe the typical decisions of this position. Explain the direct effect of these decisions:

This position works collaboratively with IDT and other Treatment Services staff on decisions related to patients' treatment interventions and care planning. These decisions affect patient care and treatment in meeting the mission/goals of the Oregon State Hospital.

This position is a professional, journey level position applying specialized behavioral health knowledge to complete comprehensive mental health assessments, participate in formulating diagnoses, and developing client plans and behavioral health interventions. This position provides specialized counseling and therapy using advanced clinical interventions, psychoeducation, and psychotherapy. This position develops evidence-based programming with consideration of unique needs. This position may provide guidance to lower level staff members or staff in multi-disciplinary teams.

This position is required to apply advanced knowledge, extensive experience and judgment to plan and accomplish goals. This position performs research to find solutions to new or unique behavioral health situations as they arise. The work of this position is conducted independently but is regularly reviewed to ensure treatments are done in accordance with regulations.

SECTION 8. REVIEW OF WORK

Who reviews the work of the position?

Note: If additional rows of the below table are needed, place cursor at end of a row (outside table) and hit "Enter"

Classification Title	Position Number	How	How Often	Purpose of Review
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Discipline Director	Rehab Therapy Manager	<ul style="list-style-type: none"> • Direct Observation • Documentation Review • Peer and Management Feedback • Clinical Supervision • Treatment Outcome Measurements • Employee Development Plan • Quarterly PAF Meeting 	<ul style="list-style-type: none"> • On going • Monthly Group Clinical Supervision • 1:1 Clinical Supervision Monthly 	To ensure quality of clinical services
Treatment Mall Manager		<ul style="list-style-type: none"> • Direct Observation • Group assignments • Persons served Satisfaction • Treatment Outcome Measurements 	<ul style="list-style-type: none"> • As needed. • Regularly scheduled team huddles 	To ensure quality of treatment mall and persons being served in program
Director of Treatment Services – CRM3	1005850 - 000000066202	As reported through Discipline Director	As needed per Discipline Director feedback and support	Review of adherence of professional standards, clinical supervision and program development effectiveness

SECTION 9. OVERSIGHT FUNCTIONS

- a. How many employees are directly supervised by this position? 0
- How many employees are supervised through a subordinate supervisor? 0
- b. Which of the following activities does this position do?
- | | |
|--|---|
| <input type="checkbox"/> Plan work | <input type="checkbox"/> Coordinates schedules |
| <input type="checkbox"/> Assigns work | <input type="checkbox"/> Hires and discharges |
| <input type="checkbox"/> Approves work | <input type="checkbox"/> Recommends hiring |
| <input type="checkbox"/> Responds to grievances | <input type="checkbox"/> Gives input for performance evaluations |
| <input type="checkbox"/> Disciplines and rewards | <input type="checkbox"/> Prepares and signs performance evaluations |

SECTION 10. ADDITIONAL POSITION-RELATED INFORMATION

ADDITIONAL REQUIREMENTS: List any knowledge and skills needed at time of hire that are not already required in the classification specification.

All positions in OHA require a Criminal Background Check and an Abuse/Neglect Check. Fingerprints may be required.

All positions in OHA require a criminal records check.

Experience implementing evidence based psychotherapeutic and psychoeducation treatment interventions; groups and individual interventions.

Participate in continuing education to maintain professional competence as required by current standards

Additional Minimum Qualifications:

Dance/Movement Therapist:

Dance/Movement Therapy- Master’s Degree in Dance/Movement Therapy, Credentialed as a Board Certified Dance/Movement Therapist (BC-DMT) and State of Oregon QMHP credential within 6 months of hire and 1 year of experience related to the series concept. When State of Oregon Dance/Movement Licensure becomes available, must attain within 6 months of license availability.

BUDGET AUTHORITY: If this position has authority to commit agency operating money, indicate the following:

Operating Area	Biennial Amount (\$00,000.00)	Fund Type

SECTION 11. ORGANIZATIONAL CHART

Attach a current organizational chart. Be sure the following information is shown on the chart for each position: classification title, classification number, salary range, employee name and position number.

SECTION 12. SIGNATURES

Employee Signature

Date

Supervisor Signature

Date


Appointing Authority Signature

Apr 2, 2024
Date