



Center for Children and Families

FLORIDA INTERNATIONAL UNIVERSITY

2019 Summer Treatment Program Lead Counselor Positions

The Center for Children and Families at Florida International University announces Summer Treatment Program Lead Counselor positions for 2019. The Summer Treatment Program (STP) provides services to children with Attention-Deficit Hyperactivity Disorder (ADHD), Conduct Disorder, Oppositional-Defiant Disorder, learning problems, and related behavior problems. The program provides treatment tailored to children's individual behavioral and learning difficulties. Lead Counselors will work in the STP-PreK, for children in preschool or entering Kindergarten; or the STP-E, for children ages 6-12 in elementary school. The Center for Children and Families is directed by William E. Pelham, Jr., Ph.D., who is a Distinguished Professor of Psychology and Psychiatry at Florida International University. Paulo Graziano, Ph.D., and Katie Hart, Ph.D., are the Program Directors for the STP-PreK, and Erika Coles, Ph.D., is the Program Director for the STP-E.

The dates of employment for the Lead Counselor position are **Monday, June 3, 2019** through **Friday, August 16, 2019**. Lead Counselor hours of employment are 7:00 AM to 7:00 PM, Monday through Friday, and on **Saturday, August 10**. In addition, Lead Counselors will participate in a parent training group that meets one evening weekly until 8:30 PM. Many Lead Counselors work additional hours on other evenings and on weekends finishing tasks and attending meetings.

Lead Counselors are paid a salary of \$6,000 for the summer. In addition, practicum credits for current students can often be arranged on an individual basis through the student's own program.

In each of the programs, children and counselors are assigned to groups that remain constant for the duration of the program. Each group consists of four or five counselors and 10 to 15 children of similar age. Children participate in a variety of classroom-based and recreational activities. Staff members implement an extensive behavior modification treatment program during all program activities. The behavior modification program includes feedback and associated consequences for positive and negative behaviors, daily and weekly rewards for appropriate behavior, social praise and attention, appropriate commands, and age-appropriate removal from positive reinforcement.

In addition to participating in daily activities and implementing the treatment program, Lead Counselors have primary responsibility for supervising the counselors in their groups with their assigned duties. This includes reviewing plans for activities such as sports skill drills for appropriateness, reviewing daily recording and tracking forms for accuracy, and observing group counselors during daily activities to ensure that all group members are implementing the treatment components with fidelity. Lead Counselors will also review daily treatment records to determine individual areas of impairment and to determine target behaviors and any need for individualized programming for children or adolescents who do not respond to the standard treatment components. Finally, Lead Counselors will be responsible for daily communication with parents as well as assisting in weekly parent-training sessions. Lead Counselors will work under the supervision of Ph.D. level clinicians and experienced STP staff members and will receive regular feedback about their performance.

A brief description of daily activities for each program follows:

- Lead Counselors in the STP-PreK (children ages 4-6) deliver the treatment components within both classroom and recreational contexts. Lead Counselors will assist in the following each day: (1) leading the self-regulation, emotional awareness, and social skills training curriculum; (2) leading an academic center (i.e., English/Language Arts (ELA), Math, Science, Writing); (3) leading a sport (i.e., Soccer, Kickball, Teeball); (4) delivery of treatment components during large group instruction periods; and (5) assist in the delivery of an evidence-based reading intervention program. The STP-PreK serves children with and at-risk for ADHD and related learning problems and disruptive behavior disorders. Sports or teaching experience is not a requirement.
- Lead Counselors in the STP-E supervise and deliver the treatment components during daily sports-based recreational periods in which children practice and play soccer, teeball/softball, and basketball. Counselors plan and conduct skill drills to address children's specific skill deficits, provide appropriate coaching, assess children's knowledge of the game rules and procedures, model appropriate sports skills, and encourage and reinforce appropriate effort, sportsmanship, leadership, and teamwork. All counselors are required to be familiar with the rules and fundamentals of each sport and will be expected to model appropriate skill and enthusiasm. Lead counselors will be expected to review plans for sports instruction and to provide feedback to the counselors regarding their implementation of the sports activities. Lead Counselors conduct or supervise daily social skills training sessions and as-needed problem-solving discussions. Lead Counselors also supervise the implementation of daily report cards and individualized treatment programs during group activities. In addition, Lead Counselors organize, prepare, supervise, and lead weekly Fun Friday activities such as video games, water slides, and field day activities that serve as reinforcers for children who met their behavioral goals for the week. Most of the daily activities take place outdoors and counselors are physically active throughout the day. Lead Counselors will be expected to supervise and assist with transport, setup, and breakdown sports equipment used in games, drills, and recess activities.

Prior to the start of employment, Lead Counselors will be required to read the applicable treatment program manual and to be extensively familiar with behavior modification program and rules and procedures for daily activities, including the rules and fundamentals for the sports played in the program and other daily activities. Lead Counselors will be required to memorize, verbatim, information such the operational definitions for the behavior modification system categories, activity rules, rules for classifying behaviors, and other related information. Lead Counselors will need to spend a significant amount of time preparing prior to the start of employment.

During the first two weeks of employment, Lead Counselors will participate in a variety of training activities. Training will consist of lectures, slide and video presentations, testing, and daily active role-plays during which staff members will act as counselors and children during activities such as games, drills, discussions, and time out. Lead Counselors will participate in all training activities with the Counselors assigned to their groups and will be expected to take a leadership role in supervising and training Counselors in their groups.

During the last week of employment, Lead Counselors will complete rating scales regarding progress children made in the program and children's response to treatment. Lead Counselors will also write treatment summaries for each child in their groups. In addition, Lead Counselors will complete staff evaluations for the Counselors they supervise during the summer.

The Summer Treatment Program has been conducted at Florida State University from 1980 to 1986; at Western Psychiatric Institute and Clinic from 1987 to 1996; at the University at Buffalo from 1997 to 2009; and at Florida International University since 2010. The STP was named as a Model Program for Service Delivery for Child and Family Mental Health by the Section on Clinical Child Psychology and Division of Child, Youth, and Family Services of the American Psychological Association. The STP has also been used in clinical trials conducted under the auspices of the National Institute of Mental Health and SAMHSA, and has been named a program of the year by CHADD, the national parent advocacy group for children with ADHD.

Lead Counselors who have worked in the Summer Treatment Program have found it a valuable opportunity to gain intensive experience and training in working with children and adolescents who have behavior problems, as well as an excellent chance to obtain supervisory and research experience and letters of recommendation to help them in their future careers. They have uniformly reported the experience to be the most demanding but also the most rewarding clinical experience of their careers.

Desired qualifications for Lead Counselors include: graduate-level study in clinical psychology, school psychology, mental health counseling, social work, education/special education, or related field of study, or extensive experience in related programs. Applicants should also have research, clinical, leadership, or field experience working or volunteering with children or adolescents. Work in settings such as summer camps, after-school programs, sports programs, daycare programs, and educational programs; and experience with activities such as organized sports, art, music, dance, theater, journalism, photography, and videography is preferred.

Additionally, participation in the STP requires staff members to ensure the safety, well-being and treatment of children and adolescents with mental health, learning, attention and behavior problems. Lead Counselors must be able to visually scan the environment, effectively attend to and hear verbal exchanges between children, provide neutral, corrective feedback on children's misbehavior (which can include aggression), provide a consistent, warm, positive climate for children, and actively engage in sports and physical activity. Applicants must be able to meet the above requirements of the position.

All finalists must clear a Criminal Background Check initiated by the Division of Human Resources at FIU before an offer of employment will be made. All finalists must be digitally fingerprinted and cleared by the FIU Division of Human Resource before beginning assignment.

Employees placed on Temporary Appointments are not eligible to participate in employee benefit programs (i.e., paid leave, health insurances, etc.) but are enrolled in the FICA Alternative plan.

Florida International University is a member of the State University System of Florida and is an Equal Opportunity, Equal Access Affirmative Action Employer.

Applications for STP positions will be accepted beginning in October, 2018. Applicants are required to complete an online application form and to submit 3 letters of recommendation and official transcripts. There is no cutoff date for applying. Applications received after all positions have been filled will be placed on a waiting list. Positions are competitive so interested individuals should apply as soon as possible.

For detailed descriptions of each program, and to apply for this position, please visit <https://ccf.fiu.edu/opportunities/summer-treatment-program-opportunities-and-training/>