

ChAMP



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Job Description: Intensive Individual Support Services Therapist

1. Overview

The Intensive Individual Support Services (IISS) Therapist gives one-to-one support and focus to children and adolescents with autism spectrum disorder. The main goals of the IISS are to follow the treatment plan, help the client reduce and/or eliminate inappropriate behavior, help/teach the client to communicate in an appropriate manner, and assist the client in fostering greater independence and socially responsible behavior. Where appropriate, the IISS Therapist will encourage social integration and participation in group activities. The IISS will utilize sound one-to-one teaching procedures and positive behavior reinforcement to achieve goals. IISS Therapists must maintain confidentiality of client information. The use of physical restraint is only to be used in emergency situations, and will follow guidelines prescribed by ChAMP's Employee Handbook. Physical restraint is permissible only if the situation requires such to preserve the health and/or safety of the client or others nearby. The IISS will record activities and progress on the daily progress notes part of the time sheet in accordance with ChAMP policies and Autism Waiver regulations. Under the supervision of ChAMP's Special Educators, Board Certified Behavior Analysts or qualified supervisors, the IISS Therapist is expected to follow the treatment plan. The IISS Therapist is required to read and follow the rules and conditions of employment as described in the ChAMP Employee Handbook.

IISS services **cannot** be rendered in the IISS therapist's or other individual's homes. IISS services can occur only in the client's home or in the community.

2. Minimum Qualifications

- a. Must have a High School diploma
- b. Submit and be cleared on a criminal history background investigation conducted by CJIS
- c. Have volunteer, personal or employment experience working with individuals with autism spectrum disorder or other developmental disabilities as a service provider or as a family member for a minimum of 100 hours

3. IISS Treatment Plans:

The IISS therapist will follow the client's treatment plan. Treatment plans:

- Are goal-oriented and task-oriented, with interventions developed on an individualized basis based on the participant's Autism Waiver plan of care
- Use the home and community environment as a learning experience and opportunity to illustrate and model alternative ways for the participant to behave
- Assist the participant in achieving successful home and community living through structured support, reinforcement, modeling, and behavior management, as evidenced in written progress notes
- Are intended to defuse crisis; promote developmental and social skills growth; provide the participant with behavior management skills; give the participant a sense of security and safety; assist the participant with maintaining self-sufficiency and impulse control; improve the participant's positive self-expression and interpersonal communication; improve the participant's ability to function and cooperate in the home and community; reverse negative behaviors and attitudes and foster stabilization

4. Intensive Individual Support Services

4.1 IISS Therapist Responsibilities:

Habilitation – assist the client to acquire, retain, or improve skills in a wide variety of areas that directly affect the participant's development and ability to reside as independently as possible, including communication skills

Self Direction – assist the client in identifying and responding to dangerous or threatening situations; making decisions and choices affecting the participant's life; and initiating changes in living arrangements or life activities

Behavior Shaping and Management – assist the client with appropriate expression of emotions and desires; compliance; assertiveness; acquisition of socially appropriate behaviors; and the reduction of inappropriate behaviors

Daily Living Skills – assist the client as appropriate in dressing, eating, personal hygiene, proper use of appliances and adaptive or assistive devices, home safety, first aid, and emergency procedures

Socialization – facilitate the client's involvement in family and community activities and establishing relationships with siblings and peers, which may include: assisting the client to identify activities of interest; arranging for participation in those activities; and identifying specific training activities necessary to assist the participant's involvement in those activities on an ongoing basis

Mobility – assist the client with enhancing movement within the participant’s living arrangement; mastering the use of adaptive aids and equipment; and accessing and using public transportation, independent travel, or other movement within the community

Money Management – assist the client with handling personal finances; making purchases; and meeting personal financial obligations

4.2 Additional Requirements

- The IISS Therapist is expected to have 100% focus on the client for whom they are providing services. Focus and concentration is expected to be on the client at all times.
- Use of cell phones while working with a client is strictly prohibited. This includes TEXTING or use of internet.
- Conduct should reflect sound judgment in which focus on the safety and security of the client is paramount.
- Driving a client is only permitted under express approval from the primary caretaker and ChAMP and is limited to a radius of no greater than 10 miles from the client’s home. Driving a client is specifically for transportation to and from activities within the community as prescribed in the client’s treatment plan. The IISS Therapist is strictly prohibited from driving others while providing services to the client.
- Inherently dangerous activities are **not** permitted. IISS Therapists are not permitted to take a client horse back riding.
- The IISS therapist **must attend a quarterly supervision team meeting** (up to one hour) with each client they work with during the first month of **each** quarter (January, April, July and October). This is an IISS Therapist **job requirement** and a State of Maryland Autism Waiver Regulation. The Family Consultant/Supervisor will contact the therapist to schedule a meeting. The IISS therapist must cooperate in scheduling the meeting by being responsive to the supervisor and offering flexibility to meet with them. **A meeting may be required during a time that is not your regularly scheduled session.** You are still required to attend. Team meetings may not be compensated.
- Follow any and all ChAMP policies and Autism Waiver regulations as outlined in the ChAMP Employee Handbook.
- Any violations of these guidelines will result in immediate termination.

5. Not Responsibilities of an IISS Therapist:

IISS responsibilities DO NOT include activities that are unrelated to your primary responsibilities described under Section 3.1 above. Examples of prohibited IISS activities include but are not limited to babysitting, housework, cooking, cleaning, laundry, ironing, moving furniture, administering medication, *and tending to other children or siblings*. Any concerns or questions should be directed to the ChAMP office. Violation of these rules may result in immediate termination.

IISS JOB DESCRIPTION AGREEMENT:

I agree to follow the ChAMP IISS job description outlined above, follow the client's treatment plan and abide by the principles, policies and other guidelines provided by my supervisor and those published in the ChAMP Employee Handbook. I agree to alert my supervisor or the ChAMP Office immediately of any concerns or safety issues that arise.

Agreed to and Accepted:

NAME (PRINT)

SIGNATURE

DATE