# A Marriage and Family Therapist

A Marriage and Family Therapist is a clinician who utilizes systemic and/or relational interventions to provide multiple systems.

**Duties**

<table>
<thead>
<tr>
<th>A</th>
<th>Complete Service Intake</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>Conduct Bio-Psychosocial Assessment</td>
</tr>
<tr>
<td>C</td>
<td>Provide Mental Health Treatment</td>
</tr>
<tr>
<td>D</td>
<td>Provide Case Management</td>
</tr>
</tbody>
</table>

**Tasks**

<table>
<thead>
<tr>
<th>A-1 Verify eligibility criteria</th>
<th>A-2 Record brief description of substance abuse / mental health problem</th>
<th>A-3 Obtain provisional diagnosis</th>
<th>A-4 Determine financial status and ability to pay</th>
<th>A-5 Discuss and complete consent to treat forms</th>
</tr>
</thead>
<tbody>
<tr>
<td>B-1 Determine appropriate participants</td>
<td>B-2 Review client related documentation</td>
<td>B-3 Establish presenting problem</td>
<td>B-4 Obtain family and cultural history</td>
<td>B-5 Obtain education and employment history</td>
</tr>
<tr>
<td>B-13 Determine current support services and resources</td>
<td>B-14 Establish level of care</td>
<td>B-15 Provide brief description of available services</td>
<td>B-16 Develop treatment plan recommendations</td>
<td>B-17 Determine the need for psychological testing</td>
</tr>
<tr>
<td>C-1 Review assessment</td>
<td>C-2 Engage client in culturally and linguistically relevant treatment</td>
<td>C-3 Develop treatment plan with client driven goals</td>
<td>C-4 Establish measurable and observable outcomes with client</td>
<td>C-5 Determine evidence based treatment modality</td>
</tr>
<tr>
<td>C-13 Provide supportive counseling</td>
<td>C-14 Implement motivational interviewing</td>
<td>C-15 Provide interventions with children that are cognitive and behavioral</td>
<td>C-16 Provide non-verbal therapies</td>
<td>C-17 Provide intensive therapeutic services</td>
</tr>
<tr>
<td>C-25 Receive clinical supervision from clinical team</td>
<td>C-26 Arrange for on-going care</td>
<td>C-27 Administer client satisfaction surveys</td>
<td>C-28 Terminate treatment and discharge</td>
<td></td>
</tr>
<tr>
<td>D-1 Develop a service plan for case management</td>
<td>D-2 Provide cultural facilitation (i.e. interpreting) for client and/or family members</td>
<td>D-3 Assist clients and family members to understand and navigate the mental health system</td>
<td>D-4 Assist in enrollment for financial entitlements</td>
<td>D-5 Provide benefits counseling</td>
</tr>
<tr>
<td>D-13 Attend Individualized Education Plan and other school meetings</td>
<td>D-14 Refer clients and family members to self help and peer support services</td>
<td>D-15 Observe home living environment</td>
<td>D-16 Provide extended on-site services for employed consumers</td>
<td>D-17 Coordinate treatment and discharge planning in higher level treatment facilities</td>
</tr>
<tr>
<td>D-25 Assist in obtaining and maintaining educational and vocational goals</td>
<td>D-26 Complete annual financial updates (UMDAPs)</td>
<td>D-27 Coordinate and participate in client celebratory events</td>
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</tr>
</tbody>
</table>
### Provide Crisis Intervention Services

<table>
<thead>
<tr>
<th>E-1</th>
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<th>E-3</th>
<th>E-4</th>
<th>E-5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receive a crisis referral</td>
<td>Perform mental status evaluation</td>
<td>Perform lethality assessment</td>
<td>Complete duty to warn if indicated (Tarasoff)</td>
<td>Evaluate substance abuse status</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>E-13</th>
<th>E-14</th>
<th>E-15</th>
<th>E-16</th>
<th>E-17</th>
</tr>
</thead>
<tbody>
<tr>
<td>Report to supervisor</td>
<td>Determine appropriate level of care</td>
<td>Negotiate a no harm contract</td>
<td>Complete 5150 as required</td>
<td>Locate available hospital bed or crisis program</td>
</tr>
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</table>

### Coordinate Client Care

<table>
<thead>
<tr>
<th>F-1</th>
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<th>F-4</th>
<th>F-5</th>
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</thead>
<tbody>
<tr>
<td>Collaborate with psychiatrist to ensure continuity of care</td>
<td>Collaborate with case managers to ensure continuity of care</td>
<td>Collaborate with specialty mental health services to ensure continuity of care</td>
<td>Participate in case conferences or daily treatment team meetings</td>
<td>Identify and involve family members</td>
</tr>
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</table>

### Provide Education

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<tr>
<th>G-1</th>
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<th>G-5</th>
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</thead>
<tbody>
<tr>
<td>Provide education to clients about client rights</td>
<td>Educate client to advocate for self</td>
<td>Provide education to clients and family on mental illness and recovery</td>
<td>Refer to peer-facilitated support and education groups</td>
<td>Provide education to clients about medications</td>
</tr>
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</table>

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<tr>
<th>G-13</th>
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<tbody>
<tr>
<td>Provide education to consumer providers about work in the mental health field</td>
<td>Provide education on parenting skills</td>
<td>Provide education to erase the stigma about mental illness</td>
<td>Provide education on foster parenting skills</td>
<td>Educate community about co-occurring and other mental illnesses and recovery</td>
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</table>

### Perform Administrative Functions

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<tr>
<th>H-1</th>
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</thead>
<tbody>
<tr>
<td>Adhere to agency policies and procedures</td>
<td>Participate in quality assurance</td>
<td>Attend staff meetings</td>
<td>Perform weekly supervision</td>
<td>Track productivity levels of staff</td>
</tr>
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<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>Maintain all required documentation</td>
<td>Participate in staff performance evaluations</td>
<td>Monitor MediCal eligibility through MIS (Management Information Systems)</td>
<td>Participate in program development and design</td>
<td>Complete billing procedures and logs</td>
</tr>
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</table>

### Promote Professional Development

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<tr>
<th>I-1</th>
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<tbody>
<tr>
<td>Promote culturally competent, ethnically diverse professional services</td>
<td>Utilize clinical supervision</td>
<td>Practice self care to prevent compassion fatigue</td>
<td>Maintain CEU requirements</td>
<td>Participate in and promote mandatory trainings</td>
</tr>
</tbody>
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| I-13 | |
|------||
| Participate in career development opportunities | |
(Public or Community-Based Mental Health Services)
mental health services including assessment, treatment, and referral for individuals, families, and children within

<table>
<thead>
<tr>
<th>A-6 Discuss and complete consent to release forms</th>
<th>A-7 Complete application form</th>
<th>A-8 Discuss and obtain signatures on HIPAA disclosure forms</th>
<th>A-9 Discuss limits of confidentiality</th>
<th>A-10 Refer to appropriate service</th>
</tr>
</thead>
<tbody>
<tr>
<td>B-6 Obtain medical, mental health, and substance abuse history</td>
<td>B-7 Obtain legal and criminal justice history</td>
<td>B-8 Evaluate for abuse</td>
<td>B-9 Conduct mental status exam</td>
<td>B-10 Establish the diagnosis</td>
</tr>
<tr>
<td>C-6 Commence mental health treatment</td>
<td>C-7 Initiate discharge planning</td>
<td>C-8 Refer to appropriate resources</td>
<td>C-9 Provide individual therapy</td>
<td>C-10 Provide family therapy</td>
</tr>
<tr>
<td>C-18 Provide milieu therapy</td>
<td>C-19 Facilitate skills based groups</td>
<td>C-20 Facilitate support groups</td>
<td>C-21 Facilitate therapy groups</td>
<td>C-22 Review progress with client toward stated goals</td>
</tr>
<tr>
<td>D-6 Obtain required signatures from clients or family members on needed reports</td>
<td>D-7 Provide linkages to community services</td>
<td>D-8 Generate reports for schools and courts</td>
<td>D-9 Represent mental health in Lantecman, Petrus, Short conservatorship process [5250’s]</td>
<td>D-10 Assist in obtaining and/or maintaining housing</td>
</tr>
<tr>
<td>D-18 Refer and monitor clients w/ medical needs to appropriate treatment and resources</td>
<td>D-19 Assist in obtaining and maintaining financial resources</td>
<td>D-20 Arrange follow-up of 5150’s</td>
<td>D-21 Respond to subpoenas</td>
<td>D-22 Provide legal testimonies in court</td>
</tr>
<tr>
<td>E-6 Obtain medical clearance</td>
<td>E-7 Request psychiatric consult for medication evaluation</td>
<td>E-8 Consult with treatment team</td>
<td>E-9 Provide crisis counseling</td>
<td>E-10 Determine relational resources</td>
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</tr>
<tr>
<td>E-18 Arrange for admission</td>
<td>E-19 Provide directive to family to utilize resources</td>
<td>E-20 Provide necessary follow-up</td>
<td>E-21 Facilitate crisis debriefing</td>
<td>E-22 Provide on-call support as required</td>
</tr>
<tr>
<td>F-6 Advocate for clients with other systems</td>
<td>F-7 Collaborate with schools to ensure continuity of care</td>
<td>F-8 Coordinate with point of authorization</td>
<td>F-9 Collaborate with other agencies involved in care</td>
<td></td>
</tr>
<tr>
<td>G-6 Provide anger management education</td>
<td>G-7 Provide client education on life skills</td>
<td>G-8 Educate law enforcement workers about mental illness and recovery</td>
<td>G-9 Educate students &amp; interns about adult and child systems of care and coordinated services</td>
<td>G-10 Educate clients and families about wellness / prevention and recovery</td>
</tr>
<tr>
<td>H-6 Gather performance outcome data</td>
<td>H-7 Review client service data reports</td>
<td>H-8 Monitor agency contracts</td>
<td>H-9 Handle consumer/family complaints and grievances</td>
<td>H-10 Supervise consumer staff volunteers</td>
</tr>
<tr>
<td>H-18 Write grants and contracts</td>
<td>H-19 Participate in hiring panels</td>
<td>H-20 Outreach to find new clients</td>
<td>H-21 Develop referral and community resource manuals</td>
<td></td>
</tr>
<tr>
<td>I-6 Maintain memberships in professional organizations</td>
<td>I-7 Enhance skills by learning new therapeutic techniques</td>
<td>I-8 Adopt strategies to maintain wellness</td>
<td>I-9 Mentor potential mental health workers</td>
<td>I-10 Promote development/use of systemic, relational interventions in public mental health systems</td>
</tr>
</tbody>
</table>
DACUM Competency Profile for

Marriage and Family Therapist
/Public or Community-Based Mental Health Services/

December 20 - 21, 2005

Produced by:
California Community College
Economic and Workforce Development Program
Health Initiative
Butte College – RHORC
3536 Butte Campus Drive
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## DACUM PANEL MEMBERS

<table>
<thead>
<tr>
<th>Member Name</th>
<th>Title/Position</th>
<th>Organization/Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marianne Baptista, MFT, CPRP</td>
<td>Curriculum &amp; Training Coordinator</td>
<td>CASRA, Martinez, CA</td>
</tr>
<tr>
<td>Parel Mathai, LMFT</td>
<td>Sr. Mental Health Clinician</td>
<td>Dept of Children &amp; Family Services, Fresno, CA</td>
</tr>
<tr>
<td>Rick DeGette, MA, MFT</td>
<td>Director of Vocational Services</td>
<td>Alameda County Vocational Program, Oakland, CA</td>
</tr>
<tr>
<td>Michael McGlathery, PhD MFT</td>
<td>Supervising Clinician/Behavioral Health</td>
<td>Solano County, Fairfield, CA</td>
</tr>
<tr>
<td>Jose Luis Flores, MFT</td>
<td>MFT Program Director</td>
<td>Phillip’s Graduate Institute, Encino, CA</td>
</tr>
<tr>
<td>Noel J. O’Neill</td>
<td>Division Manager</td>
<td>Mendocino County Mental Health, Ukiah, CA</td>
</tr>
<tr>
<td>Mariko Kahn</td>
<td>Executive Director</td>
<td>WRAP Family Services, Los Angeles, CA</td>
</tr>
<tr>
<td>Norma Scarborough, DMFT, LMFT</td>
<td>Administrator</td>
<td>Secure Transitions Foster Family Agency, Culver City, CA</td>
</tr>
<tr>
<td>J. Rodney Kennedy</td>
<td>Senior Manager</td>
<td>Solano County Health &amp; Social Services, Fairfield, CA</td>
</tr>
<tr>
<td>Alexis J. Woods, MFT</td>
<td>System Administrator</td>
<td>Kern County Mental Health, Bakersfield, CA</td>
</tr>
</tbody>
</table>

**DACUM FACILITATOR**

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**DACUM ASSISTANT**

- Patty Perkins, RHORC Director
- Interior Bay Area
- CCSF
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- San Francisco, CA 94132
- (415) 405-0777

**General Knowledge and Skills**
Americans with Disabilities Act (ADA)
Archetypes in dreams
Child development and assessment
Community resources including peer support
Computer skills–electronic records/data reporting/access
Criminal justice system (including juvenile justice and prison system)
Cultural competence
Diagnostic and Statistical Manual of Mental Disorders, Fourth Edition, Text Revision published by the American Psychiatric Association (DSM IV TR)
Differential diagnosis
Domestic violence treatment programs
Domestic violence shelters
Dual Diagnosis/co-morbidity
Evidence-based best practices
Fair housing laws
Family court system
Family systems and their utilization
Financial assist programs for MFT students
General information on larger systems (SSI, Foster Care, DSS, Regional Center, Schools, Residential Care, etc)
Generational issues–needs of children/elderly
Genogram preparation
Geriatric information & referrals
Group process
HIPAA regulations
Homeless shelters
Housing regulations and resources
ICD-9-CM Codes
Individual Educational Plan
Lantermann, Petrus, and Short (LPS) laws/codes
Life span development
Limits of confidentiality
MediCal/MediCare regs and doc requirements
Mental illnesses/how difficult clients can be
Mental Health Service Act (Prop 63)
Parenting Wisely Program
Psychopharmacology
Psychosis
Psychosocial rehabilitation
Recovery philosophy
Recovery-oriented practice
Reporting requirements
Resiliency qualities in youth
Schizophrenia
Strengths-based engagement process
Subsidized housing
Substance abuse treatment programs
System of care
Systemic and relational theories of practice
Supported education
Techniques for working with various population groups–children, older adults, etc
Transition age youth
Treatment modalities
Aggression replacement therapy
Anger management groups
Art therapy
Behavior modification
Behavioral family therapy
Cognitive behavioral therapy
Crisis intervention
Day treatment milieu therapy
Dialectical behavioral therapy
Domestic violence groups (victims/perpetrators)
Dual diagnosis groups
Incredible years
Integrated behavioral therapy
Family therapy
Functional family therapy
Grief counseling
Matrix
Motivational interviewing
Multifamily therapy
Multifunctional foster care
Multisystemic family therapy
Narrative therapy
Parent child groups
Parent child interactive therapy
Peer support
Play therapy
Roadmap to recovery
Sex offender groups
Skills based groups (examples)
  Assertiveness
  Budgeting
  Communication
  Conflict Resolution
  Employment Interviewing
  Solution focused therapy
Strategic family therapy
Support groups (vocational, family, HIV, medication, etc)
Supportive counseling
Therapy groups (depression, anxiety, etc)
Therapeutic behavioral services
Wrap around services
Triple P Parenting Program
Vocational rehabilitation
Welfare and institutions codes
Working with clients in the field
Tools, Equipment, Supplies and Materials

Art supplies
Beck; Duke Depression Invtry
Books on Psychopharm
Book: Adolescent Tx and their Families
Books: child therapy + play
Car/van
Cell phone/pager
Client education materials
Computer/software templates/forms
Craft supplies
Diagnostic and Statistical Manual of Mental Disorders, Fourth Edition, Text Revision published by the American Psychiatric Association (DSM IV TR)

DC-03
Evidence Based Practices tool kits (E.B.P. Tool Kits)
Laptops
Merck Manual
One way mirror
PDR: physicians’ desk reference
Resource manuals (paper/electronic)
Rocking chair
Sand tray + figures
Scale (weight)
Secure email / electronic records

Subscriptions / professional organizations
Subscriptions / journals
Substance Abuse and Mental Health Services Administration tool kits (SAMHSA Tool Kits)
Testing instruments
Therapeutic and safe toys such as doll house, anatomically correct dolls, puppets, therapeutic games, wooden blocks, etc.
Therapeutic tools for children
Video camera

Worker Characteristics/Behaviors

Ability to convey & sustain a non-anxious presence
Ability to maintain appropriate boundaries
Ability to tolerate governmental process
Able to handle stress
Absence of paternalism
Accepting of consumer staff/volunteers
Analytical
Bilingual skills preferred/not mandatory
Compassionate/empathetic
Conscientious
Creative
Culturally aware
Detail oriented
Energetic
Engaging/open/friendly

Flexibility
Good common sense/judgment
Good listening skills
Good range of life experiences
Good sense of humor
Good writing skills
Mature
Openness
Organized
Patience
Perceptive
Positive/hopeful
Possess strong follow thru
Problem-solving
Public speaking skills a plus for community work (not mandatory)
Punctual

Resiliency
Respect others
Self awareness
Self-disciplined
Strong professional identity
Team player
Understanding essential role of multidisciplinary team
Understands boundaries and respects them
Willing to consult w/ others
Willing to speak up about agency problems
Willing to identify/adjust personal biases that impact ability to work with various populations
Willing to work “out of the office”

Future Trends and Concerns
• Client-directed treatment plans
• Elderly population growing, increased pressure on various systems
• Evidence-based practice
• Expanding consumers and family member employment in the mental health workforce
• Increasing use of technology for communication and documentation
• Integrated systems of service provision
• Internet therapy and consultations
• Promoting the diversity and cultural competence of the workforce
• Recovery and resiliency as a guiding principle for the development and implementation of training and retraining programs
• “Whatever it takes” provision of the Mental Health Service Act
• Development of full partnership programs
• Parity for MH Insurance
• Simultaneous treatment for co-occurring disorders
• Increase in incidence of youth self mutilating (cutting)
• Development of Birth to Five programs for screening and assessment
• Increase in the number of children prescribed medication
• Integration of Primary Care, Mental Health and Substance Abuse
• Train staff to work with consumer staff at the agency
• Acknowledge increase in influence of the self help groups in the treatment plan
• Use of videoconferencing to increase treatment accessibility, especially interpreter’s services
• Move away from services provided at the agency to services in community locations or in the client’s home