



STATE OF NEVADA
Department of Administration
Division of Human Resource Management

CLASS SPECIFICATION

<u>TITLE</u>	<u>GRADE</u>	<u>EE0-4</u>	<u>CODE</u>
THERAPEUTIC RECREATION SPECIALIST II	34	B	10.614
THERAPEUTIC RECREATION SPECIALIST I	32	B	10.621

SERIES CONCEPT

Under general supervision, Therapeutic Recreation Specialists perform initial and periodic assessments, treatment planning, and therapeutic services to assist individuals in correctional institutions, rehabilitation programs, long-term care facilities, residential facilities, mental health facilities and facilities for individuals with intellectual and/or developmental disabilities to improve their mental and physical health and/or social functioning.

Interview individuals to assess recreational interests and physical, mental and/or emotional limitations; review medical records and confer with medical personnel regarding physical disabilities, injuries or other medical conditions; evaluate individual needs and strengths; prepare treatment plans and document prescribed therapeutic activities within the constraints of available resources, facilities and security requirements.

Plan, organize, schedule, coordinate and conduct a wide variety of therapeutic activities including, but not limited to, basketball, volleyball, pool, ping-pong and strength training as well as passive recreation such as board games, cards and puzzles; provide skill training, encouragement and counseling; modify, adapt and fabricate equipment to accommodate special needs; schedule and conduct individual and group therapy sessions in areas such as assertiveness training, relaxation techniques, stress management, self-esteem, wellness, leisure education, social skills, task concentration and others as assigned.

Observe individuals during activities in order to evaluate performance and leisure skill development, compare level of functioning to baseline performance data, and assess progress toward treatment goals; modify activities to accommodate individual needs; record special problems, incidents, achievements and developments; evaluate and revise treatment goals and objectives, modalities and frequency as appropriate.

Assess and document individual progress in meeting treatment goals; record progress notes and revise treatment recommendations as appropriate; attend interdisciplinary treatment team meetings to provide input regarding therapeutic progress, discuss special needs and problems, and develop or revise treatment goals and plans.

Assist in developing recreation and leisure activity resources as applicable to the client population; research recreational therapy and activity programs; prepare and monitor the recreation budget to provide for projected needs and anticipated expenditures; purchase supplies and materials required for various activities; repair or arrange for repair of equipment.

May supervise technicians, forensics and other assistants in carrying out therapeutic activities as assigned; complete performance evaluations, work performance standards and discipline as required; provide training in basic treatment modalities; assign and review work; demonstrate and participate in the maintenance, repair, set-up and storage of recreation equipment.

Assist individuals in pursuing enjoyable and healthy leisure activities of their choice in the least restrictive environment possible, as applicable to the population served.

Observe established health and safety procedures to ensure the safety of all therapeutic recreation program participants.

Perform related duties as assigned.

CLASS CONCEPTS

Therapeutic Recreation Specialist II: Positions allocated to this level either:

- (1) Plan, organize and direct an inpatient and/or outpatient therapeutic activities program and supervise lower level Therapeutic Recreation Specialists, technicians and other support staff as assigned to include performance evaluations, work performance standards, scheduling, time & attendance, work assignment and review, training, hiring and discipline; or
- (2) Plan, organize and implement a broad range of therapeutic recreational activities and opportunities for individuals with physical, mental and/or emotional disabilities. Activities typically include residential leisure activities and community outings such as to bowling alleys, restaurants, swimming pools, attendance at or participation in sporting events, and other activities appropriate for the population served. This is the advanced journey level and is distinguished from the journey level by the higher level of skills required in behavior management, planning, and coordinating off-site activities, and more extensive personal contacts with volunteers, contractors and other community resources and agencies that provide recreational programs and activities.

In addition to performing the duties described in the series concept, positions in this class develop and utilize a network of contacts within the recreational community in order to locate available resources; negotiate and monitor contracts for special outings and activities; and solicit donations of materials, supplies and services to expand leisure and recreational opportunities for clients.

Develop therapeutic recreation program protocols, goals and objectives to meet the needs of the population served; participate in committees and activities of the facility in developing service delivery needs assessments and evaluations, policies and procedures; may assist in budget preparation and monitor assigned budget accounts as required; and participate in accrediting and quality review programs as assigned.

Plan, rehearse and supervise community outings applicable to the client population; may transport individuals to parks, restaurants, bowling alleys, swimming pools and other leisure and recreational facilities; serve as a role model and instruct clients regarding appropriate behavior in various recreational situations; foster independence and confidence of program participants.

Therapeutic Recreation Specialist I: Positions allocated to this class function at the journey level and perform all or part of the duties outlined in the series concept. Incumbents develop and implement therapeutic recreation activities and programs in a correctional, rehabilitative, mental health, intellectual and/or developmental disability or residential setting.

MINIMUM QUALIFICATIONS

SPECIAL REQUIREMENTS:

- * Some positions require certification through the National Council for Therapeutic Recreation Certification as required by the agency for accreditation by the Joint Commission for the Accreditation of Hospitals or other accrediting body at the time of appointment and as a condition of continuing employment.
- * Some positions require a valid driver's license at time of appointment and as a condition of continuing employment.

THERAPEUTIC RECREATION SPECIALIST II

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university in therapeutic recreation, recreation, or specialty area such as art, dance, music or physical education and one year of full-time professional experience coordinating and providing recreation therapy in a clinical, residential, or community-based organization; **OR** certification by the National Council for Therapeutic

MINIMUM QUALIFICATIONS (cont'd)

THERAPEUTIC RECREATION SPECIALIST II (cont'd)

EDUCATION AND EXPERIENCE (cont'd)

Recreation Certification (NCTRC) and one year of full-time experience described above; **OR** an equivalent combination of education and experience. (*See Special Requirements*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Working knowledge of: psychosocial and behavioral treatment models and group dynamics; characteristics and symptoms of mental illness, intellectual disability and related disorders; therapeutic recreation equipment maintenance and repair; programming requirements in recreation therapy; applicable State and federal laws and regulations; agency policies and procedures related to recreation therapy, security issues, and accreditation standards applicable to the facility to which assigned. **General knowledge of:** theories and techniques of counseling and guidance, including group dynamics; community resources for recreational therapy activities; commonly used psychotropic medications. **Ability to:** plan, organize, coordinate, schedule and conduct appropriate therapeutic recreation activities for individuals with mental, physical or emotional disabilities including off-site recreational and leisure activities; communicate effectively with representatives of community resources and facilities to develop recreational programs and activities; develop, prepare and negotiate contracts for services and recreation activities; assign, review and oversee the work of subordinate staff; prepare a budget based on projections and needs; supervise and evaluate the performance of professional and technical staff; coordinate people and resources efficiently; oversee and direct the activities of technical staff and program participants; organize and conduct individual and group therapy sessions in relaxation techniques, stress management, self-esteem and other areas; *and all knowledge, skills and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

Working knowledge of: available community resources for comprehensive rehabilitative care; federal program requirements and facility accreditation standards for therapeutic recreation; State purchasing and personnel procedures and regulations. **Ability to:** develop priorities in conjunction with programming requirements and client/patient needs; supervise and evaluate the performance of subordinate professional, technical and support staff.

THERAPEUTIC RECREATION SPECIALIST I

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university in therapeutic recreation, recreation, or specialty area, such as art, dance, music or physical education and one year of full-time technical experience in recreation therapy in a clinical, residential, or community-based organization; **OR** certification by the National Council for Therapeutic Recreation Certification (NCTRC); **OR** an equivalent combination of education and experience. (*See Special Requirements*)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

Working knowledge of: theories and practices of recreational therapy and leisure activities. **General knowledge of:** human anatomy, physiology, psychology, visual motor and psychomotor functioning; developmental and learning disabilities; characteristics and symptoms of mental illness and intellectual disabilities and related disorders; psychosocial and behavioral treatment models and group dynamics; basic math skills required to prepare and monitor a budget. **Ability to:** assess client/patient mental, emotional and physical capabilities and limitations; participate in interdisciplinary team meetings to develop and revise treatment plans, goals and objectives; review diagnostic findings and conceptualize treatment strategies; plan, organize, schedule and conduct appropriate therapeutic recreation activities for individuals with mental, physical or emotional disabilities; adapt, create, and design recreational activities and equipment to meet the needs of clients/patients; move and set up athletic equipment and recreation supplies for planned activities; coordinate services with other therapeutic disciplines; provide therapeutic recreation therapy in potentially hostile environments where clients/patients may be uncooperative or combative; plan, organize, and lead a variety of recreational activities including sports, hobby-crafts, board games and other activities; counsel, train and motivate clients/patients; establish and maintain positive working relationships with

MINIMUM QUALIFICATIONS (cont'd)

THERAPEUTIC RECREATION SPECIALIST I (cont'd)

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (cont'd)

clients/patients and others involved in the treatment program; work independently with minimal direction; communicate effectively both orally and in writing; apply basic teaching methods and techniques; administer first aid in emergency situations; operate a van, bus or automobile to transport clients/patients as required.

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
(There are identical to the Entry Level Knowledge, Skills and Abilities required for Therapeutic Recreation Specialist II.)

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this class.

	<u>10.614</u>	<u>10.621</u>
ESTABLISHED:	10/1/76	9/1/63
REVISED:	7/18/79-3	5/11/72
REVISED:	7/1/87-12P 4/11/86PC	10/25/74
REVISED:	10/19/90-3	10/1/76
REVISED:		7/18/79-3
REVISED:		7/1/87-12P 4/11/86PC
REVISED:		10/19/90-3
REVISED:	7/1/99P 10/2/98PC	7/1/99P 10/2/98PC
REVISED:	6/19/15PC	6/19/15PC
REVISED:	3/9/16UC	3/9/16UC