

SCHOOL DISTRICT OF GADSDEN COUNTY

JOB DESCRIPTION

LICENSED CLINICAL SOCIAL WORKER - LCSW

QUALIFICATIONS:

- (1) Master's in Social Work from an accredited educational institution.
- (2) Must be a current LCSW.

KNOWLEDGE, SKILLS AND ABILITIES:

Knowledge of child growth and development tests, and measurement theory and foundations, and community resources and services available for student assistance. Ability to verbally communicate and consult effectively with parents, school personnel and the public. Ability to communicate results of evaluation findings in written correspondence to assist students, parents and school personnel in the resolution of problems in student learning, behavior and mental health. Ability to interact successfully with parents, school personnel and administrators. Skills in communicating effectively orally and in writing. Skills and ability to apply and interpret federal, state and local laws and policies governing the provision of educational services to students with disabilities. Knowledge of laws and rules relating to education and other services for persons with disabilities.

REPORTS TO:

Grant-based Project Director

JOB GOAL

LCSW will work directly under the Project Director and facilitate in organizing community advisory groups; the alignment of related prevention programs within multiple school districts; work with MTSS and PBIS district staff to facilitate and align professional development for participating districts and schools. Will facilitate the academic achievement, behavioral / social skills and emotional well-being of post secondary students through direct contact with district staff, teachers and students or through testing and consultations with other professionals and by providing professional development pertaining to Youth Mental Health, MTSS, PBIS, Restorative Practices and other mental health related topics.

SUPERVISES:

Grant Funded MSW
SW Student Interns

Travel:

Must hold a valid driver license and be able to travel extensively throughout multiple districts.

PHYSICAL REQUIREMENTS:

Light Work: Exerting up to 20 pounds of force occasionally and/or up to 10 pounds of force as frequently as needed to move objects.

Licensed Social Worker (continued)

TERMS OF EMPLOYMENT:

Salary and benefits shall be paid consistent with the District's approved compensation plan. Length of the work year and hours of employment shall be those established by the District.

EVALUATION:

Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Job Description Supplement

PERFORMANCE RESPONSIBILITIES:

Planning / Preparation

- * (1) Participate in child study team planning strategies or Individual Education Plans (IEPs) to help meet the needs of identified students.
- * (2) Select, develop or modify psychological assessment materials that identify learning needs of students with diverse cultural and socioeconomic background, learning styles and special needs.
- * (3) Establish short- and long-range plans designed specifically to support the District's exceptional education plan.
- * (4) Plan and prepare intervention strategies for parents and teachers that are effective, allowing students to become engaged in meaningful learning experiences.

Administrative / Management

- * (5) Prepare and maintain periodic records as required and in a timely manner.
- * (6) Manage materials and equipment effectively.
- * (7) Coordinate and implement school-wide and District-wide psychological services and activities.
- * (8) Use technology effectively.
- * (9) Manage time efficiently.

Assessment / Evaluation

- * (10) Analyze and interpret information to make diagnoses and recommendations regarding needs for services.
- * (11) Provide follow-up conferences with parents and teachers to share information and develop alternative instructional strategies.
- * (12) Evaluate school psychological services.
- * (13) Seek out new data sources which will provide evidence of student growth and share these findings with teachers, principals and other instructional leaders.
- * (14) Conduct comprehensive follow-up with tested students to determine the effectiveness and implementation levels of recommendations.
- * (15) Recognize overt indicators of distress or abuse and take appropriate intervention, referral or reporting actions.
- * (16) Access student records on a need-to-know basis and protect their confidentiality.
- (17) Report any child abuse or neglect in families immediately required by law.

Intervention / Direct Services

- * (18) Suggest a variety of realistic and effective intervention strategies for teachers to use with students with different learning styles and special needs.
- * (19) Assist in early identification of students' school -related problems.
- * (20) Work effectively with students, parents, colleagues, community agencies and staff.
- * (21) Provide direct observation and / or crises intervention as necessary.
- * (22) Recognize overt indicators of student distress or abuse and take appropriate action.
- * (23) Demonstrate knowledge and understanding of a broad curriculum base.

Licensed Social Worker (continued)

Collaboration

- *(24) Consult with parents, teachers, administrators and other school staff to facilitate the learning and adjustment of students.
- *(25) Use effective consultative behaviors.
- *(26) Interpret educational policies, programs and procedures for parents.

Staff Development

- *(27) Specialist will train or be trained on and/or facilitate informational sessions to implement improvements to the school mental health system to faculty, district staff and/or parents.
- *(28) Demonstrate professional growth and continuous improvement of professional knowledge and skills.
- *(29) Participate in District-sponsored staff development programs.

Professional Responsibilities

- *(30) Act in a professional and ethical manner and adhere at all times to the Professional Code of Ethics and Standards of Professional Conduct.
- *(31) Prepare all required reports and maintain all appropriate records.
- *(32) Mentor new colleagues.
- *(33) Perform and fulfill professional responsibilities.
- (34) Provide guidance and facilitate, training to teachers, district staff, and/or parents and students as needed.
- (35) Perform other duties as assigned and support grant deliverables.

Student Growth / Achievement

- *(36) Conduct psychological work services program in a manner which ensures that student growth / achievement is continuous and appropriate for age group, subject area and student program classification. Indicators may include: case history and follow-up reports, criterion and norm referenced-standardized tests, documented parent interaction reports, student study team reports, student academic and / or discipline records and others deemed appropriate.
- *(37) Assist in early identification of students' school -related problems to minimize interruption of teaching / learning.
- *(38) Assist in interpreting the school program to the community, relating community concerns to the school and working toward expansion and development of resources for remediation and prevention of student difficulties.
- *(39) Implement strategies that recruit students and families and encourage them to understand the connection between good attendance and positive achievement in school.

*Essential Performance Responsibilities