

Programmatic School Social Worker

*This position opens **June 24, 2021** and closes **July 11, 2021** and is posted to fill five new vacancies.*

*Application screening will occur **July 6, 2021** and **July 12, 2021**.*

In alignment with our [Strategic Call to Action](#) and in partnership with students, families, and community members, the Department of Program Innovation and Student Well-Being develops educational pathways and social-emotional supports to help students formulate and achieve their education and career goals and become valued community members.

The ideal candidate for this position believes in a strengths-based approach to support student achievement. They value diverse perspectives and demonstrate commitment to providing culturally competent services to meet the needs of students, families, schools, and communities. Their service to students, schools and families will be guided by social work's core values of service, social justice, dignity and worth of the person, importance of human relationships, integrity, and competence.

To learn more about employment with the Howard County Public School System (HCPSS), please visit our website at <https://www.hcpss.org/employment/>.

DESCRIPTION

Under the direction of the Coordinator of Student Support Programs, and in alignment with the Howard County Public School System (HCPSS) Strategic Call to Action, the Programmatic School Social Worker, provides direct therapeutic support to students and facilitates students' access to school-based mental health services. The Programmatic School Social Worker also utilizes specialized expertise in understanding family and community systems to link students and their families to additional services and programs essential to promoting student success and well-being. In collaboration with school-based problem-solving teams, the Programmatic School Social Worker assists with coordination of school-based mental health services and provides recommendations to support improved student academic and behavioral performance. This position is critical to furthering the work of the School-Based Mental Health program and expanding services to additional schools within HCPSS.

ESSENTIAL POSITION RESPONSIBILITIES

- Assesses needs and provides direct services and case management to students and families regarding the social, emotional, behavioral, and mental health interventions to support student achievement and well-being. Direct services and interventions may include individual and group therapy.
- Identifies barriers to student learning and receiving support services outside of school and facilitates access to school-based mental health services in assigned schools.
- Utilizes a multi-tiered system of supports and restorative practices to support students well-being.
- Promotes student belonging and implements actions to support positive school culture and climate.
- Determines and implements a range of therapeutic services and appropriate intervention strategies with students and families, including risk assessment and support during mental health crises.

- Utilizes specialized social work skills and training to provide clinical support, crisis intervention, and consultation to school teams during crises situations.
- Mobilizes and coordinates community resources for students and families to address academic, social, emotional, behavioral, and mental health needs.
- Identifies and assesses sources of academic concerns, including factors in the school environment, home setting, and community, which interfere with school success.
- Serves on school-based and system-wide committees to address students' emotional, social, and behavioral needs, with an emphasis on the provision of evidence-based services.
- Provides staff development and consultative services on pertinent issues affecting students' learning, social/emotional well-being, mental health, and behavioral health.
- Conducts psychoeducational groups on topics such as, emotional management, conflict resolution, decision-making, mindfulness, etc. in collaboration with student service colleagues.
- Collaborates with identified community agencies and their staff who provide school-based mental health services in selected schools. These responsibilities include:
 - Identifying students and families who would benefit from regular ongoing mental health interventions.
 - Establishing of a schedule for individual sessions at the school.
 - Communicating with community provider(s) and/or agency(ies) to ensure mental health services are provided as recommended.
 - Serving as a liaison to share updates and foster communication between families, schools, and community providers serving the mental health needs of students in assigned schools.
 - Addressing any school or parent concerns regarding the services of the community provider.
 - Assisting with required data collection and evaluating the impact of the services on student's academic and behavioral performance at school, home and in the community.

The above list is a summary of the functions of the job, not an exhaustive or comprehensive list of all possible job responsibilities, tasks, and duties.

MINIMUM QUALIFICATIONS

Applicants must meet all the following qualifications, listed below, to be considered for the vacancy. Use the application, letter of introduction, and resume to specifically address each qualification.

Education:

- Master's Degree in social work from a Council on Social Work Education (CSWE) accredited college or university.

Licensure:

- Hold one of the following social worker licenses issued by the Maryland State Board of Social Work Examiners:
 - Licensed Master's Social Worker (LMSW)
 - Licensed Certified Social Worker (LCSW)
 - Licensed Certified Social Worker- Clinical (LCSW-C)

Certification:

- Hold, or be eligible for, a current Maryland State Department of Education School Social Worker Certificate.

Experience:

- Two years of professional social work experience completed following conferral of a Master's Degree in Social Work.
- Demonstrated experience providing direct social work services for children, birth to age 21, and their families.
- Demonstrated ability communicating and exhibiting professional behavior, tact, and good judgement with working with administrators, colleagues, central office and school-based staff, students, parents/guardians, and the community.
- Excellent organizational, written, oral, and time management skills.
- Demonstrated proficiency with technology to include web-based productivity and collaboration tools (e.g. Microsoft Office Suite, Google Suite, etc.).

PREFERRED QUALIFICATIONS

- School social work experience.
- Work experience in a mental health field.
- Knowledge of restorative practices and their implementation in the preK-12 school setting.
- Evidence of fluency in Spanish as demonstrated in oral and written communication skills.

EMPLOYMENT INFORMATION

This is an 11-month per year position in the [Howard County Educators Association \(HCEA\)](#). The current salary range for this position is on the Other Certificated Staff Salary Scale, Grade II, \$75,585 - \$120,089. Salary placement will be in conjunction with the salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

The work year for 11-month social workers will be 215 days from July 1 to June 30. The additional 20 days worked outside of the regular school year will be determined by the department.

APPLICATION REQUIREMENTS

Only applicants who submit all the requested information by the closing date of the vacancy will be considered for this position. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experiences and education which most closely match the position qualifications and the needs of the school system.

Please note that a completed application includes:

- A complete application form that includes a listing of employment locations with dates of employment and names of direct supervisors.

- All supplemental materials (i.e.: resume, letter of introduction, and transcripts) required to verify that you meet the minimum qualifications.

HCPSS requires an official [evaluation of foreign credentials](#) to verify educational qualifications.

For questions regarding this vacancy, please contact:

Sandy Saval
Human Resources Business Partner
Office of Human Resources
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Equal Opportunity Employer

The Howard County Public School System (HCPSS) is an Equal Opportunity Employer. HCPSS ensures equal employment opportunity for all persons without regard to race, color, religion, national origin, sex, marital status, disability, sexual orientation, or political affiliation.