

SAN BENITO HIGH SCHOOL DISTRICT

Title: School Social Worker (Bilingual Spanish Preferred)

Definition/Basic Function:

The School Social Worker assesses home, school, personal, and community factors that may affect a student's learning and general wellbeing. Build authentic relationships with students; consistently reinforce the belief that all students have the capacity to be successful. Maintain the unwavering belief in the extraordinary potential of every student. Consults with teachers administrators and other faculty/staff and parents regarding effective strategies for dealing with matters related to social emotional and academic needs. Identify and provide interventions for students and families that will assist in creating a positive learning environment. Develop resiliency strategies, programs and services that nurture a positive development and assist the student to bond with the school community. Collaborate with the schools counseling team, student services team, multi-tiered systems of support team and community-based organizations to support student success.

Directly Responsible to: Director of Student Support Services

Essential Duties

- Performs casework services with students and families to help resolve student's behavioral and social problems.
- Conducts home visits related to establish communication and positive connections between home and school.
- Consults with teachers and other school personnel to obtain information regarding the reason for referral.
- Gathers background information on the student's social history by conducting behavioral observations, making home visits, conducting interviews, and reviewing school records.
- Submits comprehensive socio-cultural assessment reports that address the reason for referral and include appropriate recommendations.
- Serves as a member of the interdisciplinary assessment team and works as a team member in developing intervention plans, and planning programs to meet the needs of the student.
- Services as a resource to teachers and staff regarding social work services and the academic/social needs of students.

Individual and Group Guidance/Counseling

- Assess students with mental health concerns.
- Conducts specialized individual and group counseling sessions to address specific emotional, social, and behavioral needs of students.
- Organizes and conducts specialized programs to include parent training classes and student support activities.
- Provide referrals to community services.
- Participates in large group activities focused on resiliency and asset development.
- Provide crisis intervention to students as necessary.

Documentation and Records

- Maintain required confidential and accurate case records.
- Submit appropriate documentation for statistical reports.
- Compile monthly reports.

Communication

- Plans and provides communication with students, parents, department members, and other professionals.
- Serves as a liaison between the student, home, school, private counseling facilities and community resources such as social services, court services, and family service agencies.
- Communicates with department members and other professionals, along with students and parents, in a professional manner and initiates contact when appropriate.
- Arranges for parent conferences by request or whenever deemed appropriate.
- Explains to staff and assists with mandated reporting when appropriate.
- Develops, assists with and attends school/community projects, i.e. Parent University, Back to School Night, etc.
- Provides appropriate staff in-services and classroom presentations.
- Assists in the implementation of grants.
- Maintains confidentiality of records, cases, and agency proceedings.

Professional Obligations

- Identifies community resources and acts as a liaison.
- Is involved in professional growth activities during the year.
- Fulfills specifically assigned campus supervision and adjunct duties appropriate to the position.

Policies and Procedures

- Maintains and implements district policies.
- Reviews policies and procedures periodically in order to be conversant, at all times, with those policies and procedures.
- Consults with the Administrators and team members regarding any instance in which application or interpretation of policy or procedure is unclear.
- Acts as a liaison with all departments.

Required Qualifications:*Ability to:*

- Advocate for the high academic achievement and social development of all students
- Provide school-wide prevention and intervention strategies and counseling services

Training, Experience and Educational Requirements:

- Master's Degree in Social Work
- Pupil Personnel Services Credential in School Social Work

Knowledge of:

- Equity and culturally relevant best practices and competencies
- Trauma informed care practices and intervention strategies
- Counseling theory, ethics and associated legal confidentiality requirements
- Applicable laws, codes, regulations, policies, and procedures governing scope of work, Physical, intellectual, social, and emotional growth patterns of students

Preferred Qualifications:

Ability to:

- Speak, read and write fluently in English and Spanish

Physical Demands of Position:

The following essential physical requirements:

1. Seldom
2. Occasional
3. Often
4. Very Frequent

1. Ability to stand, sit, walk, twist, stoop, crouch, kneel, bend over, grasp, reach overhead, push, and pull. (4)
2. Ability to see for the purposes of reading computer screens, hand held computers or cell phone screens, manuals, labels and the printed matter. (4)
3. Ability to stand/walk for extended periods of time, sometimes on a variety of surfaces that may be uneven. (4)
4. Ability to hear and understand speech at normal levels. (4)
5. Ability to communicate so others will be able to clearly understand normal conversation. (4)
6. Ability to lift 25 pounds (1)
7. Ability to carry 25 pounds (1)
8. Ability to operate office equipment. (4)
9. Ability to reach in all directions (4)
10. Ability to perform fine motor coordination (4)

Work Environment:

- Inside and outside environment
- School environment
- Work under pressure of deadlines and time constraints
- Maintain emotional control under stress
- Ability to cover other workstations
- Ability to deal with interruptions
- Ability to deal with both adults and adolescents

Work Hazards:

- Subject to exposure to communicable or infectious diseases
- Tasks may be performed with exposure to adverse environmental conditions, such as dirt, dust, pollen, odors, wetness, humidity, rain, temperature and noise extremes, traffic hazards, violence, disease, or pathogenic substances.

Salary:

Counselor Salary Schedule placement according to years of service and educational units.

Daily Service: 195 Workdays per year

SBHSD Board Approval Date: February 23, 2021



Director of Human Resources

2-23-2021

Date



Superintendent

February 23, 2021

Date