

School Psychologist

The Howard County Public School System (HCPSS) is one of the leading school systems in Maryland and the nation. Our mission is to ensure academic success and social-emotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps. To learn more about employment with HCPSS, please visit <https://www.hcpss.org/employment/>.

DESCRIPTION

Under the supervision of the Coordinator of School Psychology, the School Psychologist will provide a continuum of psychological services, including consultation, prevention, assessment and intervention, to a diverse population of students. School psychologists work with teachers, staff, administrators and families to positively impact students' academic, social-emotional and behavioral well-being.

MINIMUM QUALIFICATIONS

Applicants must meet all qualifications below to be considered for the vacancy.

Education:

- Graduation from an accredited college or university with an Education Specialist (Ed.S.) or a doctoral (Ph.D. or Psy.D.) degree in School Psychology

Certification/Licensure:

- Hold, or be eligible for, a valid Maryland Educators Certificate with an endorsement as a School Psychologist.
- Hold, or be eligible for, the National Certification in School Psychology (NCSP).

PREFERRED QUALIFICATIONS

- Knowledge of multi-tiered supports and services to address student's social-emotional, mental health and behavioral functioning, including suicide prevention and crisis intervention.
- Ability to utilize computer-based and online instruments for data collection and assessment.
- Knowledge of due process and procedural safeguards in special education.
- Understanding of research-based practices for improving student achievement, supporting positive mental health and addressing behavioral challenges.
- Experience in development and delivery of professional learning and facilitation of team meetings.
- Leadership and advocacy in working with all stakeholders within the school and community.

ESSENTIAL POSITION RESPONSIBILITIES

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

- Leadership and advocacy in working with all stakeholders within the school and Community.
- Engage in active consultation with teachers, families, administrators, community providers and other professional staff to address academic, social-emotional and behavioral concerns.
- Communicate effectively using a problem-solving process to develop, implement and evaluate comprehensive and data-driven interventions to meet the needs of diverse learners.
- Participates on interdisciplinary teams such as the Student Support Team (SST),
- Instructional Intervention Team (IIT), Positive Behavior Interventions and Supports (PBIS), Individual Education Plan (IEP) and Section 504 to address student, class and school needs.
- Facilitate effective communication with community providers to coordinate care for students who receive supports outside the school setting.
- Collaborates with families to support home/school interactions that could include leading parent education sessions, providing education for participating in:
- Individualized Education Program or Section 504 meetings, and developing interventions to support student success.
- Collaborates with school-based staff and administrators to provide professional learning, both required (e.g. suicide prevention) and topics identified to meet needs (e.g., executive functions, disability awareness, supporting challenging behaviors, etc.) for teachers, students and families.
- Administers and interprets psychological assessments, including, cognitive, social, emotional and behavioral instruments, for the purpose of diagnosis and eligibility decision-making
- Conducts curriculum based and functional behavioral assessments.
- Interprets and analyzes collected data and information to provide instructional and behavioral implications for teachers, students, administrators and families, as appropriate.
- Provides immediate support, in conjunction with other trained interveners, for students referred for concerns related to suicide.
- Provides on-going, direct psychological services for students based upon their identified needs and their Individualized Education Programs and Section 504 plans.
- Provides on-going individual and/or group counseling and psychological services for a student with parent consent and when recommended by the school psychologist and school team.
- Provides crisis intervention services for students, school staff, and the school community in the event of a crisis impacting the school and/or community.
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SELECTION CRITERIA

Applicants who meet the minimum qualifications will be included in further evaluation. Interviews will be limited to those applicants who, in addition to meeting the basic requirements, have experience and education which most closely match the position qualifications and the needs of the school system.

EMPLOYMENT INFORMATION

Compensation

Grade I Psychologists are 10-month positions. Grade II Psychologists are 11-month positions. Actual salary placement will be in accordance with the salary procedures of the Howard County Public School System. Under the Fair Labor Standards Act, this position is exempt from overtime.

Retirement

Membership in the Maryland State Retirement Agency (MSRA) pension plan is a mandatory condition of employment for all employees who meet the eligibility and membership criteria defined in the State Personnel and Pensions Article and the Code of Maryland Regulations (COMAR). A qualifying employee cannot reject membership, nor can an ineligible employee elect membership. The annual contribution to the pension plan will be 7% of an employee's annual salary.

Benefits

HCPSS offers a [comprehensive benefits package](#) for eligible employees. Information about additional benefits such as paid time off can be found in the [negotiated agreement](#) for employees in this bargaining unit.

Pre-Employment Requirements

Professional references will be contacted prior to any offer of employment. Recommended candidates will be required to provide references from current and recent supervisors.

All employees, regular and temporary, must be fingerprinted, have a criminal background investigation completed, and successfully complete the Maryland Employment History Review, pursuant to Section 6-113.2 of the Education Article, Annotated Code of Maryland. In addition, some positions will require completion of a physical examination and/or drug testing.

Anyone offered employment is required to provide proper identification and documentation of eligibility for employment in the United States. HCPSS participates in E-Verify and does not offer employee sponsorship.

For questions regarding this posting, please contact Cathleen Maloney Recruitment Specialist Office of Human Resources cathleen_maloney@hcpss.org

EQUAL OPPORTUNITY EMPLOYER

Applicants who may require assistance and/or an accommodation during the recruitment process for steps such as completing the application or interviewing should contact Julia Bialeski, Coordinator of Recruitment and Hiring, at julia_bialeski@hcpss.org or by calling (410) 313-5600.

HCPSS celebrates diversity and is committed to creating an inclusive environment for all employees and applicants and prohibits discrimination, harassment, and retaliation of any kind. HCPSS is committed to the principle of equal employment opportunity for all employees in providing them with a work environment free of discrimination and harassment. All employment decisions at HCPSS are based on organizational needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical, mental or sensory disability, sexual orientation, gender

identity and/or expression, marital, civil union or domestic partnership status, veteran status or present military service, family medical history or genetic information, family or parental status, or any other characteristic protected by federal, state or local laws.

Join our award-winning workforce and make a difference in the lives of our students!