

School Social Worker

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 direction of the Instructional Facilitator of Social Work Services, the School Social Worker utilizes specialized expertise in understanding family and community systems to link students and their families with services essential to promoting student well-being. As part of Student Support Programs within the Department of Program Innovation and Student Well-Being, this position provides a variety of professional school social work services to students and their families to address social, emotional, and environmental issues that impact academic performance. In collaboration with school-based problem-solving teams, the School Social Worker assists with coordination of school-based mental health services and provides recommendations to support improved student academic and behavioral performance. Ideal candidates for this position believe 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.

MINIMUM QUALIFICATIONS

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

Education:

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Education:

- Graduation from a Council on Social Work Education (or CSWE) accredited college or university with a Master's Degree in Social Work
- Have, or be eligible for, a valid Maryland Educators Certificate with an endorsement as a School Social Worker.
- Minimum of three (3) years post-MSW experience.

Certification/Licensure:

- Certification as a Licensed Social Worker at the Master's Level of Social Work or higher:
- Licensed Master's Social Worker (LMSW)
- Licensed Certified Social Worker (LCSW)

- Licensed Certified Social Worker - Clinical (LCSW-C)

PREFERRED QUALIFICATIONS

- Previous school social work experience.
- Experience in the mental health field.
- Experience providing direct social work services to children and families.

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.

- Assesses needs and provides direct services 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 determine appropriate intervention strategies, including a range of therapeutic services, with students and families.
- Provides clinical support and consultation to school teams during mental health crises and risk assessments.
- Mobilizes and coordinates community resources for students and families to address academic, social, emotional, behavioral, and mental health needs.
- Serves as a liaison with community organizations and community clinicians based in schools to foster communication between agencies and schools to mobilize resources to support student well-being. Identifies and assesses sources of academic concerns, including factors in the school environment, home setting and community, which interfere with school success.
- Functions as a liaison between the family, the school, and community clinicians based in schools, regarding the child's educational needs and social-emotional progress.
- Provides consultation, group counseling, educational workshops, staff development and other services to parents/caretakers and school staff on topics such as parenting, mindfulness, positive parent/school communication, social emotional learning, school climate, child growth and development, and pertinent issues affecting students' learning, social/emotional and behavioral health.
- Collaborates with school staff and other educational personnel to develop and implement programs and strategies designed to improve situations detrimental to the learning experiences of students. • Serves on school-based and system-wide committees in an effort to address students' emotional, social and behavioral needs, with an emphasis on the provision of evidenced-based services.
- Conducts psychoeducational groups on identified areas of concerns inclusive of topics such as, emotional management, conflict resolution, decision-making, etc. in collaboration with Health Education and School Counseling.
- Maintains required documentation and prepares reports as required in adherence with School Social Work

Department guidelines.

- Attends required meetings, including department meetings, for communication and professional development purposes.
- Coordinates with identified community providers who provide school-based mental health services in selected schools.

ESSENTIAL KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledgeable of educational social work services to children, birth to 21, and their families.
- Knowledge of state, federal and local laws and procedures that guide school social work practices.
- Excellent human relations, time management and organization skills. • Ability to work collaboratively with school and community colleagues.
- Belief in a strengths-based approach and restorative practices to support student achievement.
- Demonstrates excellent written and oral communication skills.
- Values diverse perspectives and demonstrates commitment to providing culturally competent services to meet the needs of students, families, schools and communities.
- Ability to adapt to change, demonstrate receptivity to feedback, and modify services as needed.
- Demonstrated self-awareness and professional conduct.
- Understanding and adherence to professional behavior and the NASW Code of Ethics and Standards for School Social Work Services.
- Proficient in Microsoft Office (Word, Excel, Outlook, PowerPoint) Google documents and other data management environments.

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

This position is on the HCEA other certificated staff scale. School Social Workers 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 vacancy, 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!