



## SCHOOL SOCIAL WORKER

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### SUMMARY/SCOPE/GOAL

Assist students, parents, and school staff identify social, emotional, behavioral, and physical needs that interfere with student learning and assist in addressing these barriers to enhance student success and maximize educational opportunities for all students.

### QUALIFICATIONS

#### EDUCATION AND RELEVANT EXPERIENCE REQUIREMENTS:

##### REQUIRED:

- MSW from a regionally accredited institution required.

##### PREFERRED/DESIRED:

- Social Work program (School Social Work or Social Welfare tracks) from a program accredited by the National Council on Social Work Education preferred.
- Three (3) years relevant work experience encompassing familiarity with youth counseling, social services coordination and referrals, and brief counseling interventions is preferred.

Deleted: <#>Three (3) years relevant work experience required.¶

#### CERTIFICATIONS AND LICENSES:

##### REQUIRED:

- Certified or eligible for certification in school social work as designated by FLDOE 6a4.035 or Licensed Clinical Social Worker by the Florida Department of Health, Division 64b4: Board of Clinical Social Work, Marriage and Family Therapy and Mental Health Counseling (effective for school year 2019-20 as implemented by the FLDOE.)
- Valid State Driver's License

##### PREFERRED/DESIRED:

### PERFORMANCE RESPONSIBILITIES

#### ESSENTIAL FUNCTIONS:

The tasks/competencies listed below represent most of the time spent working in this position. Supervisor may assign additional tasks within the scope of this classification as necessary.

- Participate on multidisciplinary teams to develop, implement and evaluate intervention plans for students who are experiencing social/emotional and/or behavioral difficulties.
- Interview students and parents to explore issues related to non-attendance and develop a plan of action to address attendance and tardy concerns.
- Engage in appropriate assessment activities to assist in the identification of needs of students, including special education needs.
- Plan and conduct appropriate mental health interventions to include short-term solution focused individual, group, and family counseling services for students. Use evidenced-based counseling interventions to promote positive social, emotional, behavioral, and independent functioning outcomes.
- Provide individual and group conferencing for students who are experiencing problems in school, at home and in their community. Emphasis on early identification and intervention.

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6. Encourage and assist parents in securing community mental health, medical and social services to meet student and family needs.
7. Consult and collaborate with school staff, district-based staff, and community agencies to assist students who have been displaced from their homes.
8. Support students in transition and foster care students.
9. Support restorative justice practices.
10. Conduct home visits for the purposes of gathering helpful information on students' backgrounds, providing parent education, providing referrals to community resources and assisting parents in understanding the challenges experienced by their children.
11. Support parents in identifying and meeting their children's social and emotional needs
12. Facilitate communication with school personnel.
13. Collaborate and consult with school personnel regarding the possible impact of various factors such as mental and physical health, culture, and socio-economic status on student performance
14. Assist with the development of plans and interventions to address student concerns.
15. Assist schools in planning and providing parent involvement/engagement activities in which the School Social Worker would be of value, such as leading parent education groups or staff development activities.
16. Facilitate and monitor the involvement of community agencies and provide follow-up case management services to students and parents.
17. Provide resource information to school personnel.
18. Collaborate with instructional, non-instructional, and administrative personnel to support students who demonstrate at-risk behaviors, such as aggressiveness, self-injury, or disruption.
19. Share professional expertise regarding mental health, child abuse, teen pregnancy, cultural awareness, homelessness, and other barriers to education to assist in providing services to students and families
20. Maintain on-going liaisons between community agencies and other resources to meet student needs.
21. Review student records to identify previous barriers and/or interventions.
22. Serve on crisis intervention teams as needed.
23. Participate on district committees.
24. Maintain reports and records as appropriate, including Medicaid documentation if required.
25. Abide by the code of ethics established by the National Association of Social Workers (NASW), "Professional standard for Social Worker Services in Schools", and the standards of practice established by the School Social Work Association of American (SSWAA), and the Florida Association of School Social Workers (FASSW).
26. Perform and promote all activities in compliance with equal employment and non-discrimination policies of The School Board of Brevard County, Florida.
27. Participate successfully in training programs offered to increase the individual's skill and proficiency related to the assignment.
28. Review current developments, literature, and technical sources of information related to job responsibilities.
29. Ensure adherence to good safety procedures.

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### **OTHER DUTIES:**

Performs other duties as assigned commensurate with the skills and abilities of the position. Provides outstanding customer service and uses positive interpersonal communications skills. Makes all decisions and

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performs all tasks in accordance with Brevard Public Schools' strategic plan, vision, and mission. Ensures compliance with Board Policies, procedures, and applicable federal and state laws and regulations.

**KNOWLEDGE, SKILLS, AND ABILITIES/TRAINING AND EQUIPMENT USAGE**

**JOB RELATED:**

Knowledge of necessary School Social Worker functions and responsibilities to fulfill job requirements. Knowledge of and ability to facilitate interagency services to meet student, school and home needs. Ability to work successfully in stressful, confrontational and crisis situations. Ability to organize, prioritize and respond to multiple tasks. Ability to work efficiently and effectively with minimal supervision.

**GENERAL:**

Knowledge and use of time management and organizational systems. Skill in meeting and exceeding customer/stakeholder expectations within the precincts of policy, procedure, and sound judgement. Skill in active listening and social perceptiveness. Ability to communicate effectively orally and in writing. Ability to use logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems. Ability to sustain focus and attention to detail for extended periods of time.

**EQUIPMENT:**

Use office machines such as large volume copiers, printers, or calculators. Use computers for email, word processing, intra/internet, data entry, spreadsheets, service ticket responses, presentations, or custom applications.

**PHYSICAL DEMANDS/WORK ENVIRONMENT**

**PHYSICAL REQUIREMENTS:**

**(M) MEDIUM WORK**

Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently, and/or greater than negligible up to 10 pounds of force constantly to move objects.

**POTENTIAL ENVIRONMENTAL CONDITIONS/HAZARDS:**

Indoor office environment most often with Indoor/Outdoor movement between pods/locations frequently. Intermittent noise and activity level. Requires Sitting, Standing, Walking, Bending, Stooping, Kneeling, Finger Dexterity, Talking, Hearing, and Visual Acuity frequently.

**TRAVEL:**

Travel between sites often. Travel out of county occasionally.

**FOR HR USE ONLY:**

<b>DIVISION:</b>	Student Services	<b>DEPARTMENT:</b>	Student Services
<b>TITLE CODE:</b>	E0790	<b>CONTENT BY:</b>	Assistant Superintendent – Student Services
<b>GRADE:</b>	N/A	<b>COMPENSATION:</b>	Human Resources

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UNIT: BFT  
 LAST BOARD APVD: Submitted 7/28/2022  
 SCHEDULE: 8 Hrs. – 10 Mos.

LABOR RELATIONS: Karyle Green, Ed.D.  
 CLASSIFICATION: Beth Thedy, Ed.D.

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REV:	DATE:	REVISION CONTROL:	INITIATED BY:
1.0	09/09/91	Initial Release	Student Services
2.0	06/13/17	REVISED content to update with current responsibilities, anticipated increased programmatic requirements, and new template.	Student Services
2.1	01/10/18	REVISED to expand with Cert School Guidance as an additional qualification.	Student Services
3.0	07/25/19	REVISED Education and Relevant Experience requirements and revised certifications and licenses. Removed Track B (Certified School Guidance) to return job title back to School Social Worker. Revised Essential Functions to better align with current responsibilities and available community services.	Student Services
4.0	01/28/20	REVISED: Qualifications to MSW as required per FLDOE rule <a href="https://www.flrules.org/gateway/RuleNo.asp?ID=6A-4.035">https://www.flrules.org/gateway/RuleNo.asp?ID=6A-4.035</a>	Student Services
4.1	1/7/2022	Update physical requirements to ADA format, add schedule	Ellie Kelly – Human Resources
4.2	7/8/2022	Update qualification to 3 years preferred experience from required.	Dr. Jayna Jenkins – Director Behavior, Psychological and Mental Health Support

The above information on this description has been designed to indicate the general nature and level of work performed by employees within this classification. It is not designed to contain or be interpreted as a comprehensive inventory of all duties, responsibilities, and qualifications required of employees assigned to this job. Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.

Brevard Public Schools (BPS) is an equal opportunity/affirmative action employer committed to achieving excellence and strength through diversity. BPS seeks a wide range of applicants for its positions so that one of our core values, a qualified and diverse workforce, will be affirmed. Americans with Disabilities Act (ADA) compliance requires BPS to provide reasonable accommodations to qualified individuals with disabilities. Prospective and current employees are invited to discuss accommodations.