



Loudoun County Public Schools

HUMAN RESOURCES AND TALENT DEVELOPMENT

JOB CLASS SPECIFICATION

Certified: 4/7/2024

School Social Worker

Pay Scale: C

Level: 3 (11-months) or 5 (12-months)

FLSA Status: Exempt

Job Family: Student Services

Primary Location: School-Based

Department Overview

The Department of Student Services focuses on prevention and intervention approaches in the schools and is committed to the "Education of the Whole Child" to ensure safe, healthy, and supportive learning environments for all students. The department supports student performance through special education, school counseling, student registration, health, social work, student assistance, attendance, homebound, assessment, diagnostic, psychological and parent resource services. The department includes the following teams: Student Services, Student Mental Health Services, Diagnostic and Prevention Services, Special Education, and Procedural Support.

Job Overview

The School Social Worker promotes and enhances the overall academic mission of Loudoun County Public Schools by providing services that support students' academic and social success. The School Social Worker alleviates barriers to learning by implementing effective intervention, strength and resiliency strategies with students, school staff, families and the community. School Social Workers serve as liaison between home, school and the community. Family and community factors can influence learning, and school social workers focus on linking students and families to community resources to address issues such as poverty, chronic absenteeism, trauma and child abuse. This includes providing case management and collaborating with community agencies to help families access services through Children's Services Act (CSA). School Social Workers are an integral part of the Unified Mental Health Team.

Roles and Responsibilities

The following information is intended to describe the overall nature and scope of the work being performed. This is not a comprehensive listing of all responsibilities or tasks; work may differ and other work may be assigned when deemed appropriate.

- Provides individual and group counseling on anger management, social skills, self-esteem, educational mindfulness, anxiety, resiliency and mental health for students in grades K-12. Works with students through a strength based service delivery model using evidence based interventions
- Delivers classroom, school and community based presentations including Signs of Suicide, Substance Use Prevention and other related mental health topics
- Interviews parents of students referred for possible special education services and compiles information into socio-cultural assessment reports for use in the special education eligibility process
- Participates as an active member of the Pupil Services Student Support Team, Unified Mental Health team, and Child Study Committee to effect school based interventions for students; provides consultations to teachers, parents and related services support staff
- Provides referrals and case management services to students receiving Homebound, McKinney Vento and Foster Care services
- Primary school-based referral source and member of interdisciplinary community-based teams for students receiving services through the Children's Services Act and WRAP. Links students and families to resources in the

community. Promotes educational, personal and social growth of students by strengthening the link between school, family and the community

- Facilitates Restorative Practices Circles and Conferences and leads trainings in RP for school- based staff
- Assists in planning, implementing and analyzing the following programs: Positive Behavior Intervention and Support (PBIS), PEER Program, Bullying Prevention, Sources of Strength, and serves as part of the LCPS crisis intervention team providing crisis interventions on a daily basis to include conducting suicide risk screenings and threat assessments
- Collects and submits outcome-based data on programs under Student Support Services division

Qualifications

Below are the minimum qualifications for this job. Equivalent combinations of education and experience are also acceptable.

Education

Master's Degree in Social Work (MSW) from an accredited College or University

Experience

One (1) year of successful experience as a School Social Worker or Social Worker Intern

Licenses and Certifications

Holds or is eligible for the Virginia Pupil Personnel Services License with an endorsement of School Social Worker and is knowledgeable about Ethical Codes and Standards under the National Association of Social Workers and School Social Workers Association of America

Knowledge, Skills and Abilities

- Possesses leadership qualities and professional characteristics necessary to work effectively with students, school personnel, parents and members of the community
- Knowledge of and experience with children and youth mental health issues
- Demonstrates strong skills in oral and written communication and time management

Physical Requirements

The following provides a brief description of physical requirements for this job:

While performing the duties of this job, the employee is regularly talking, expressing or exchanging ideas by means of the spoken word. The employee must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly. The employee must possess normal cognitive abilities including the ability to learn, recall and apply certain practices and policies. Frequently sitting and/or remaining in a stationary position for long periods of time. Exerting up to 25 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects.

Equal Opportunity Employment

The Loudoun County School Board seeks to cultivate a high performing team of professionals focused on its mission and goals. The School Board values merit and excellence within its workforce and encourages the highest levels of professionalism for all its employees.

The School Board also recognizes and values the diversity of the students and broader community it serves and encourages diversity within its workforce.

The Loudoun County School Board is an Equal Opportunity Employer. The School Board does not discriminate against qualified applicants or employees on the basis of actual or perceived race, national origin, ancestry, color, sex, sexual

orientation, gender identity, pregnancy, childbirth or related medical conditions, marital status, age, religion, disability, genetic information, veteran status or any basis protected by law.

ADA Accommodations Disclosure

Under the Americans with Disabilities Act (ADA), Loudoun County Public Schools is required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship. Qualified employees are those who hold the necessary education, skills, and experience for the job; and who can perform its essential responsibilities, with or without an accommodation.

Remote Work Disclosure

The following guidelines apply to jobs and positions where employees have been identified as having the potential to work remotely. Remote work is defined as completing one's duties and responsibilities at a site other than one's assigned duty location. In order to be eligible for remote work privileges, an employee must have demonstrated consistent, positive performance and have the support and approval of their direct supervisor. In addition, these employees must have reliable high-speed internet and a designated workspace that allows them privacy while completing sensitive and confidential work. Employees who are non-exempt and are working remotely will work their regular scheduled hours and gain prior approval from their supervisor if they work more than 8 hours a day or more than 40 hours in a workweek. Remote work privileges can be amended, changed, or revoked based upon the performance of the employee, as well as the needs of Loudoun County Public Schools.