

**OFFICE OF MARY C. BARLOW  
KERN COUNTY SUPERINTENDENT OF SCHOOLS**

**SCHOOL SOCIAL WORKER**

Certificated Job Description

**IMMEDIATE SUPERVISOR:**

Coordinator II – Prevention Services

**ESSENTIAL FUNCTIONS:**

1. Consult and collaborate with school personnel to promote a school environment responsive to the needs of children; provide in-service training services to school staff on positive behavioral interventions, evidence-based interventions, and other best practices.
2. Provide individual, group, and family counseling sessions/treatment and maintain documentation pertaining to treatment and counseling goals.
3. Coordinate and facilitate parent engagement activities.
4. Conduct bio-psycho-social assessments and diagnosis of behavior; create intervention plans for behavioral support.
5. Provide crisis intervention and family consultation services.
6. Provide training for parents such as Parent Project or other training on parenting, health education and behavior management.
7. Provide parents with guidance and education on addressing significant physical, emotional and psychological developmental changes in student.
8. Identify and develop programs and activities to address situations adversely affecting the personal, socio-emotional, and academic development of the students.
9. Work as part of the team to support school personnel in adopting and organizing evidence-based behavioral interventions into an integrated continuum that improves academic and social behavior outcomes for all students; such as Positive Behavioral Interventions & Supports (PBIS).
10. Coordinate and facilitate youth development activities.
11. Provide field supervision for School Social Work Interns in the implementation of micro, mezzo, and macro evidence-based practices.
12. Maintain records for the purpose of documenting activities and complying with mandated requirements, including but not limited to case management records.
13. Maintain confidentiality of information for the purpose of meeting privacy requirements.
14. Prepare reports, documents, and other written materials for the purposes of documenting activities, providing written references, and/or conveying information.
15. Support and/or participate in school multi-disciplinary teams.

16. Conduct home visits as needed.
17. Act as a community liaison with social service agencies and community networks.
18. Make appropriate referrals to mental health, social services, and other community agencies as needed.
19. Serve foster youth in a support role; make contact with foster youth; monitor school adjustment and progress.
20. Perform all related duties as assigned.

**MINIMUM QUALIFICATIONS:**

A. Personal Qualifications:

1. Ability to express oneself effectively in public, in conferences, and in written materials.
2. Ability to work harmoniously and effectively with student, parents, community members, and school staff.
3. Ability to work with a diverse population.
4. Ability to meet schedules and timelines.
5. Work independently with little direction.
6. Maintain confidentiality and use discretion.
7. Ability to speak and understand Spanish preferred, but not required.
8. Must possess a private vehicle, valid California driver's license and carry current automobile insurance with at least minimum coverage for public liability and property damage.
9. Fingerprint clearance by both the Federal Bureau of Investigation and the California Department of Justice is a condition of appointment after all other required job conditions have been met.

B. Professional Qualifications:

1. Experience providing case management, facilitating groups, and counseling in a school setting.
2. Knowledge of Education Codes.
3. Knowledge of local, regional, and statewide resources to support students and families.
4. Maintain accurate records and reports.
5. Knowledge and experience with computers, including but not limited to: word processing, power point, databases, and internet access.

6. Must present verification of completion of Child Abuse Mandated Reporter training or obtain verification within six (6) weeks of hire and annually thereafter, as required by the California Child Abuse and Neglect Reporting Act.

## **EDUCATION/EXPERIENCE REQUIREMENTS**

### **A. Education:**

1. Master's degree from an accredited college/university in Social Work or related field of study.
2. Pupil Personnel Services Credential in School Social Work or eligibility to obtain a waiver for a Pupil Personnel Services Credential in School Social Work.
3. Licensure as a Clinical Social Worker desired.

### **B. Experience:**

1. Two (2) years of Social Work experience with children, preferably in a school setting.
2. Knowledge of current prevention and intervention programs/strategies is desired.
3. Experience facilitating groups, presentations, monitoring programs, and report writing.
4. Previous experience working with at-risk youth (e.g. gang, truancy, foster youth) is desired.
5. Experience collaborating with community-based organizations, law enforcement, and other government agencies is desired.
6. Experience working with school multidisciplinary teams is desired.

### **C. Comparable Experience for Salary Schedule Placement:**

1. Experience in Behavioral, Mental, or Medical Social Work with children and their families as a Licensed Clinical Social Worker (LCSW) and/or with a Pupil Personnel Services Credential in School Social Work will be considered for salary schedule placement. Similar work experience without a LCSW or a PPS Credential in School Social Work will not be considered comparable experience for salary schedule placement purposes.