

Professional Staff Positions
(Job Description: School Social Worker)

TITLE: K-12 School Social Worker

QUALIFICATIONS:

1. Licensed staff must be qualified for the necessary license required by the Colorado Department of Education or be endorsed in the appropriate areas accepted by the Colorado Department of Education in Lieu of such license.
2. Master's Degree in Social Work or related field (Bachelor's Degree if entering an approved program)
3. Must have knowledge of assessment and treatment issues; Familiar with community agencies and resources.

REPORTS TO: K-12 Principal

SUPERVISES: Students

PERFORMANCE RESPONSIBILITIES: The K-12 School Social Worker is responsible for fostering a positive, caring, orderly, and supportive student culture and learning environment. The social worker provides support to students, parents, families, and school personnel to resolve personal, emotional, and social challenges that interfere with students' adjustment to school and their ability to fully benefit from the educational experience.

JOB GOALS:

1. Take active leadership in planning, implementing, and evaluating behavioral and restorative programs appropriate to the school level.
2. Promote the social/emotional growth of each student through supervisory and administrative skills.
3. Support the general program of education approved by the Board of Education to meet the needs of the community.

Performance Area A - Behavioral and Social/Emotional Support

1. Conduct behavioral and social/emotional assessments to identify students' needs and develop appropriate interventions.
2. Provide de-escalation strategies and behavioral/crisis intervention during school crisis events or individual incidents.
3. Deliver direct counseling services to individuals or groups, addressing topics such as conflict resolution, emotional regulation, academic success strategies, and social skills development.

4. Serve as a member of the Multi-Tiered System of Supports (MTSS) team to support interventions for students with social/emotional or behavioral challenges.

Performance Area B - Advocacy and Family Support

1. Act as an advocate for families by connecting them with appropriate social service agencies and community resources to address their needs.
2. Serve as a liaison between home and school to improve communication and collaboration between families and school staff.
3. Counsel parents on improving home conditions related to schoolwork, behavior, and attendance while assisting in monitoring center-based programs when applicable.

Performance Area C - Specialized Interventions

1. Provide support for students with disabilities by conducting assessments such as adaptive behavior profiles and social history inventories to inform Individualized Education Programs (IEPs).
2. Deliver social/emotional IEP minutes as required for students receiving special education services.
3. Identify and address early warning signs of bullying, violence, mental health concerns, or other potential issues through targeted interventions.

Performance Area D - Crisis Management

1. Demonstrate expertise in de-escalation techniques during crises involving severe injury, emotional trauma, tragic events, or other emergencies at both individual and community levels.
2. Provide emotional support to students, staff, or families impacted by crisis situations to promote recovery and resilience.

Performance Area E - Collaboration with Staff

1. Consult with teachers, administrators, and other staff members to address students' social/emotional or behavioral needs by developing interventions that increase student success in school settings.
2. Work collaboratively with staff to ensure students' social/emotional well-being is prioritized across all aspects of their education.

Performance Area F - Preventive Measures

1. Develop programs aimed at preventing bullying, aggression, inappropriate social interactions, excessive absenteeism, or other behavioral concerns.
2. Implement strategies that promote positive student behavior while fostering a safe and inclusive learning environment.