

## Ashe County Schools Job Description

<b>POSITION</b>	School Social Worker
<b>TERM</b>	Full time, 10-month
<b>FLSA STATUS</b>	Exempt
<b>LICENSURE</b>	0006 North Carolina Public Schools
<b>PAY GRADE</b>	Teacher Salary Schedule/School Social Worker
<b>REPORTS TO</b>	Director of Student Services

### PURPOSE

The demands of twenty-first century education dictate new roles for school social workers. Schools need school social workers who are adept at creating and utilizing systems for change and at building relationships within the school community. School social workers create nurturing relationships with students that enhance students' academic achievement and personal success as globally productive citizens in the twenty-first century. Utilizing leadership, advocacy, and collaboration, school social workers promote overall academic success by providing services that strengthen home, school, and community partnerships and alleviate barriers to learning.

### KNOWLEDGE AND ABILITIES

- Extensive knowledge of human behavior, social systems, and social work skills
- General knowledge of the principles of organization and administration
- General knowledge of the North Carolina Standard Course of Study
- Skill in counseling, motivating students, and communicating with parents
- Ability to manage culturally sensitive topics
- Ability to coordinate the efforts of support services personnel and outside agencies
- Ability to maintain complete and accurate records and statistics and to develop meaningful reports from that information
- Ability to effectively express ideas orally and in writing
- Ability to establish and maintain effective working relationships as necessitated by work assignments

### DUTIES AND RESPONSIBILITIES

In order to deliver a comprehensive school social work program, the school social worker should understand and be competent in the following areas:

- Assessment and screening
- Counseling and support groups
- Student safety assessment
- Crisis intervention
- Advocacy
- Home-school-community collaboration
- Partnerships with community agencies and organizations
- Services to school staff
- Program resource and policy development
- Systems change to improve learning and support services
- School teams leadership

**Standard 1: School Social Workers Demonstrate Leadership**

- In the school
- Enhance the social work profession
- Advocate for students, families, schools, and communities
- Demonstrate high ethical standards

**Standard 2: School Social Workers Promote a Respectful Environment for Diverse Populations**

- Promote an environment in which each student has a positive, nurturing relationship with caring adults
- Embrace diversity in the school, home, community, and world
- Treat students as individuals
- Provide services that benefit students with special needs
- Work collaboratively with families and significant adults in the lives of students

**Standard 3: School Social Workers Apply the Skills and Knowledge of Their Profession Within Educational Settings**

- Deliver comprehensive services unique to their specialty area
- Possess effective communication skills
- Recognize the interconnectedness of academic, social, emotional, and psychological development and societal challenges
- Facilitate student acquisition of twenty-first century skills

**Standard 4: School Social Workers Support Student Learning**

- Use a variety of strength-based methods
- Help students develop critical thinking and problem-solving skills
- Support students as they develop leadership qualities

**Standard 5: School Social Workers Actively Reflect on Their Practice**

- Analyze student learning
- Link professional growth to their professional goals
- Function effectively in a complex, dynamic environment

**Other Assignments**

- Serve as Ashe County Schools representative on applicable community agencies/committees/boards
- Serve on the Attendance Committees
- Serve on the district MTSS team
- Conducts home visits as necessary
- Participate safety assessments and serve as case manager
- Consult with school-based team in student safety assessment responses
- Other duties as assigned by superintendent

**DISCLAIMER**

The preceding job 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 to this job.