

Lauderdale County Schools
Florence, AL

Job Description

Position: **Social Worker**

Department: Instructional Operations

Reports To: Assistant Superintendent

FLSA Status: Exempt

Contract Days: 187 to 240 days

Salary: Based on the System Salary Schedule

Qualifications:

Minimum: Bachelor's degree in social work, drug and alcohol education, counseling, psychology, and/or criminal justice from an accredited college or university.

Purpose of Job

To promote and enhance the overall academic mission by providing services that strengthen home, school, and community partnerships and address barriers to learning and achievement. Significantly contribute to the development of a healthy, safe, and caring environment.

Essential Duties and Responsibilities:

The following duties are normal for this job. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Serves as a liaison between families and the school to positively promote collaborative processes in educational planning for students by encouraging parent/guardian participation in the school setting.
- Provides parent/guardian educational workshops on identified issues related, but not limited to, stress reduction, discipline and safety, teacher/parent/student communication.
- Collaborates with school staff and other school system personnel in implementing strategies to promote student learning.
- Participates as a member of the IEP, PST, and other school-based teams to develop interventions for promoting students' academic success.
- Serves on both school-based and system-wide committees to address educational issues, adjustment problems, safety issues, and program development for students.
- Provides crisis intervention services.
- Provides staff consultation on behavioral-emotional-environmental issues affecting student participation in the learning process.
- Conducts staff development on issues related to social-emotional-environmental factors that impact learning.

- Maintains required records and submits appropriate documents.
- Conducts home visits related to establishing communication and positive connections between the parent/guardian and school setting around identified issues.
- Assists with risk assessments on referred students.
- Completes classroom observations.
- Serves as liaison with community and law-enforcement agencies and assists in fostering communication between schools, parents/guardians, and community leaders.
- Locates and mobilizes community resources to support the educational program.
- Attends meetings and professional development activities as required.
- Makes referrals to public or private agencies with appropriate follow-up.
- Advocates and facilitates change that effectively responds to the needs of students, families, and school system using appropriate statutes, case law, policies, and procedures.
- Uses extensive knowledge of community resources enabling the social worker to play a critical role in facilitating the provision of community services in the local education agency.
- Maintains current knowledge of federal and state laws and regulations and abides by said laws and regulations with emphasis on persons with disabilities, child welfare, mental health, confidentiality, and student and parents rights.
- Conducts home visits when appropriate to address barriers to student learning and/or conduct interviews in response to school references.
- Performs such other tasks and assumes such other responsibilities as the Superintendent or Assistant Superintendent may assign.

Additional Job Functions

Perform other duties as assigned.

Evaluation

Performance of this job will be evaluated in accordance with provisions of the Board's policy on Evaluation of Professional Personnel.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee is frequently required to walk, sit, use hands for fine manipulation, handle or feel, and reach with hands and arms. The employee is frequently required to stand, stoop, kneel, crouch, or crawl. The employee must regularly lift and/or move up to 25 pounds and occasionally up to 50 pounds. Specific vision abilities required by this job include close, distance and peripheral vision, depth perception, and ability to adjust focus.

Note: This is not necessarily exhaustive or all-inclusive list of responsibilities, skills, duties, requirements, efforts, functions, or working conditions associated with the job. This job description is not a contract of employment or a promise or guarantee of any specific terms or conditions of employment. The school district may add to, modify, or delete any aspect of this job (or the position itself) at any time.

I have read and understand this job description. My signature acknowledges that I am capable of performing the essential functions of this position with or without reasonable accommodations.

*Employee Signature: _____ Date: _____

Employee Printed Name: _____

All employees hired on or after July 1, 2018 will be required to sign his/her job description that will be filed in his/her personnel record.

Approved at 6/10/2021 Board Meeting.