



# TEACHER

## EDUCATION PSYCHOLOGIST (LSSP)

### JOB DESCRIPTION

**JOB TITLE:** Education Psychologist - LSSP  
**REPORTS TO:** Under the guidance of Director of Special Ed  
**LOCATION:** Assigned Building  
Director of Special Education

**FLSA STATUS:** Exempt  
**PAY GRADE:** TCH  
**DAYS:** 188 | **CALENDAR B**  
**DAYS:** 228 | **CALENDAR D**  
**JOB ID & DATE:** TCH-33 | May, 2025

\* Compensation is based on a teaching 188 day contract with additional days paid at a per-diem rate based on the approved 188 day contract.

### JOB PURPOSE SUMMARY

The Licensed Specialist in School Psychology (LSSP) plays a vital role in improving the overall well-being and academic success of students by assessing, and providing social emotional support to address psychological and emotional challenges. creates a supportive and inclusive learning environment within the school.

#### Education Psychologist (LSSP) Assessment Team

Conducts formal psychological evaluations of various target student populations for special education eligibility, planning, placement and consultation with or referral to available resources

### REQUIREMENTS

#### Education Level Details

A master's or doctoral degree in School Psychology or a related field.

#### License / Certification Required

Colorado Special Services Provider with a School Psychology endorsement (LSSP)

#### Work Experience Required

Experience in assessing and providing social emotional services to students in an educational setting.

#### Other Skills and Abilities Required

Strong communication and interpersonal skills for collaboration with students, parents, teachers, and school staff.

Empathy, patience, and a strong commitment to promoting the well-being and academic success of students.

Knowledge of federal and state laws and regulations related to special education and student support services.

### EVALUATION

Performance will be evaluated annually in accordance with provision of the Board's policy on evaluation of professional personnel with input from district administrators.

### ESSENTIAL DUTIES AND RESPONSIBILITIES

#### Primary

- Collaborate with teachers, parents, and staff to gather information and address student needs.
- Participate in the development and implementation of Individualized Education Plans (IEPs).
- Provide counseling and social-emotional interventions for students with identified needs.
- Offer guidance on classroom strategies to support students' learning and behavior.
- Maintain accurate records and complete all required reports for IEPs, eligibility, and compliance.
- Participate in IEP meetings, providing assessment results and professional recommendations.
- Ensure compliance with all federal, state, and district regulations governing special education and psychological services.
- Support student growth and well-being through proactive engagement and intervention.
- Participate in professional learning and contribute to school improvement efforts.

#### Student Growth and Development

- Showcase the academic performance of students.
- Conduct ongoing assessment of student achievement through formal and informal testing.
- Be a positive role model for students; support the mission of the school district.

#### Classroom Management and Organization

- Create classroom environments conducive to learning and appropriate for the physical, social, and emotional development of students.
- Manage student behavior in accordance with the Student Code of Conduct / student handbook.
- Take all necessary and reasonable precautions to protect students, equipment, materials, and facilities.

#### Communications

- Establish and maintain a professional relationship and open communication with parents, students, colleagues, and community members.

#### Professional Growth and Development

- Participate in staff development activities to improve job-related skills.
- Comply with the Colorado Department of Education, district, and school regulations and policies for classroom teachers.
- Attend and participate in faculty meetings and serve on staff committees as required.
- Assist in selecting books, equipment, and other instructional materials.
- Compile, maintain, and file all reports, records, and other documents required.

#### Policy, Reports and Law

- Comply with all applicable federal laws, including the Individuals with Disabilities Education Act (IDEA), Section 504 of the Rehabilitation Act, the Family Educational Rights and Privacy Act (FERPA), and other regulations governing K–12 public education and related services.

- Follow all Colorado state laws and regulations related to speech-language pathology, including licensure requirements through the Colorado Department of Education (CDE) and, if applicable, the Colorado Department of Regulatory Agencies (DORA).
- Adhere to the standards and expectations outlined in the Exceptional Children's Educational Act (ECEA) and all relevant CDE guidelines for the provision of speech and language services.
- Comply with Adams 14 Board of Education policies and operational procedures related to assessment, student services, documentation, and professional conduct.
- Uphold all district and school-based procedures for service delivery, parent communication, data reporting, and participation in IEP meetings and school-based teams.
- Perform other duties as assigned by the building principal, Director of Special Services, or Superintendent of Schools.

#### Budget Responsibility

- Compile and maintain records of instructional materials and supplies.

### **POSITION SPECIFIC DUTIES AND RESPONSIBILITIES**

#### Campus-Based Psychologist Focus

- Provide direct support and counseling to students with emotional and behavioral challenges.
- Implement individualized interventions and monitor progress toward social-emotional goals.
- Work with classroom teachers to integrate supports and strategies into daily instruction.
- Support behavior plans and help manage student behavior in alignment with school policies.
- Attend school-based meetings and contribute to a positive, inclusive school environment.

#### Assessment Team Psychologist Focus

- Administer, score, and interpret psychological and educational assessments.
- Conduct student observations and interviews with families, staff, and students.
- Prepare detailed evaluation reports, including behavior and intervention recommendations.
- Serve as a member of the multidisciplinary evaluation team to determine special education eligibility.
- Consult with staff to support MTSS and develop appropriate supports for struggling learners.
- Coordinate and evaluate the district's assessment practices and materials.
- Maintain and report student assessment data in alignment with timelines and compliance guidelines.
- Monitor progress and help adjust IEP goals based on student response to intervention.

### **PHYSICAL REQUIREMENTS/WORKING CONDITIONS**

The physical demands, work environment factors and mental functions described herein are representative of those that must be met by an employee to successfully perform the essential functions of this job.

**Physical Demands:** While performing the duties of this job, the employee is required to stand, climb or balance, stoop, kneel, crouch, and crawl. The employee must regularly lift and/or move up

to 40 pounds.

**Work Environment:** While performing the duties of this job, the employee will work primarily in a usual office or school environment including classrooms, cafeterias, hallways, playgrounds, gyms, and other spaces accessible to students. The Employee may be required to work from a remote location in the event of a district shut-down or other event.

**Mental Functions:** While performing the duties of this job, the employee is regularly required to communicate, compare, analyze, coordinate, instruct, evaluate, and use interpersonal skills. Occasionally required to compile, copy, compute and negotiate.

### **TRANSPARENCY IN PAY AND BENEFITS**

Adams 14 is committed to transparency in compensation and benefits and complies with Colorado's Equal Pay for Equal Work Act. We offer a competitive and comprehensive benefits package designed to support the health, financial security, and well-being of our employees.

Compensation for this position is **\$64,501 to \$121,414** per year (2025-2026), based on verified experience and qualifications, and aligned with the Adams 14 salary schedule. This position is scheduled for **188** work days annually. Additional compensation opportunities may be available through stipends or supplemental assignments, depending on job responsibilities.

Benefits include: Paid Time Off (PTO), Medical, dental, and vision insurance plans, District contributions to Health Savings Accounts (HSA), Flexible Spending Accounts (FSA), Employee Assistance Program (EAP) with free and confidential support services, Wellness and preventive care programs. Voluntary coverage options for life insurance, accidental death and dismemberment (AD&D), critical illness, cancer care, legal assistance, and accident insurance are available for all full-time staff.

Retirement and voluntary benefits include: Membership in the Colorado Public Employees' Retirement Association (PERA) and optional retirement savings plans including 403(b) and 457(b).

For more detailed information, please review the Adams 14 Employee Benefits Guide, available on the District website

Employee Printed Name: \_\_\_\_\_  
Signature: \_\_\_\_\_

Employee ID Number: \_\_\_\_\_  
Date: \_\_\_\_\_