



Job Description

Position: Social Worker

Reports to: Executive Director, Principal and Director of Student Support

Description of the position:

The school social worker is a trained mental health professional to support behavioral concerns, positive behavioral support, academic and classroom support, consultation with teachers, parents and administrators and provide individual and group therapeutic support services. The school social worker is instrumental in supporting Advisory programming and furthering the academic mission where home, school and community collaboration is necessary to supporting student success. At Health Leadership High School we believe that all students deserve social work support. In addition, to special education students and IEP goals, the social worker provides global service to the whole school environment.

Social Workers support the HLHS community in the following ways:

1. Provide individual social work services as part of the IEP for students enrolled in Special Education and track services provided
2. Facilitate trauma-informed individual and group interventions with students and their families, which includes crisis and grief support and intervention
3. Complete periodic home visits as needed to address attendance and truancy concerns
4. Perform suicide/homicide/self-harm and other threat assessments, complete safety plans, make appropriate referrals and report relevant information as needed
5. Report suspected child abuse/neglect to Children, Youth and Families Department or tribal entities and maintain ongoing contact with them for students in foster care
6. Work closely with teachers and other staff members to support classroom learning by modeling, scaffolding and teaching about Social-Emotional Learning (SEL) strategies
7. Help to address behavioral concerns and work to develop solutions using a Positive Youth Development (PYD) and Restorative Justice Approach; mediate disagreements between students and between students and teachers/staff
8. Attend annual IEP meetings as an advocate for the student and family and assess present levels of functioning and progress toward social work IEP goals each Trimester
9. Complete three-year social work evaluations for students with an IEP along with new evaluations for students referred for social work services in compliance with IDEA
10. Refer students and families to community resources, including but not limited to legal, advocacy, financial, mental health and substance abuse programs

11. Consult with community mental health professionals to address student needs
12. Promote and lead health and wellness initiatives and provide basic assistance for sick/injured students in conjunction with school nurse i.e. monitor students in the nursing office, give band-aids, etc.
13. Serve as a resource and source of support for teachers and staff, which includes education and support related to self-care strategies and stress reduction
14. Help guide and promote the school Advisory Program and provide push-in support in Advisories
15. Facilitate Family Meetings and develop contracts as needed to address behavioral issues, conflicts, attendance issues/truancy and learning challenges from a PYD/Restorative Justice approach, which focuses on repairing, rebuilding and restoring relationships
16. Assist the Director of Student Support as needed in conducting safety drills i.e. fire, ALICE lockdown, evacuation, etc. and empower teachers, staff and students in creating emotionally and physically safe classroom conditions
17. Help plan and lead Student Support professional development sessions (PD) for teachers and staff
under guidance of the Director of Student Support
18. Participate in individual, group and reflective social work supervision with Student Support team
19. Complete lunch and after school duty as assigned by the Director of Student Support
20. Complete required documentation for interventions, consultation and support provided for students, staff, teachers and families and assist the Director of Student Support with data collection related to Student Support services, the school rubric, attendance and credits earned

Minimum Qualifications:

- Master of Social Work degree from an accredited institution of higher education
- Licensed Master Social Worker (LMSW); will consider candidates with a Provisional LMSW
- Must have demonstrated experience working with children, youth and families
- Must be willing to comply with a state and federal background check
- Must be able to work at least 40 hours with the flexibility and willingness to work at least five evenings a month in our re-engagement program (night school) plus additional hours when necessary for periodic evening school functions
- Must be comfortable with completing home visits as needed in various parts of Albuquerque, including home visits after normal school hours
- Must have strong critical thinking skills, experience working on teams, commitment to ethical practice and the ability to work autonomously

Preferred Qualifications:

- Licensed Clinical Social Worker (LCSW) or Provisional LCSW from the State of NM
- Licensed as a School Social Worker by the New Mexico Public Education Department or eligible and willing to become licensed within two to three months
- Bilingual in English and Spanish
- Experience working with diverse populations, including refugees and undocumented immigrants and knowledge of their unique needs and challenges
- Experience working with at-risk youth that have experienced complex trauma, grief and loss
- Experience working in a secondary educational setting, preferably as a school social worker
- Knowledge of IDEA, Restorative Justice, Positive Youth Development and SEL and experience applying these to a school setting
- Certified by the American Heart Association in CPR/First Aid or BLS certification

Compensation:

- Salary is commensurate with experience, degrees and licensure.
- Full benefits are offered, including medical, dental, vision, ERB retirement plan along with additional benefits.

To ensure safety for all students, all staff members will be fingerprinted. Background checks will be conducted on all school staff prior to their service as employees. At Health Leadership High School, we seek to embrace equity, diversity and inclusion. We strive to have employees who have a deep commitment to supporting youth and community as a whole. Health Leadership High School is proud to be an equal opportunity employer.