

Greenfield Public Schools

Job Description

Title: Director of Behavioral Services

Qualifications:

1. Licensure as a Social Worker or other relevant degree
2. Master's degree minimum
3. Minimum 8 – 10 years of experience working in a school setting or other related field
4. Experience with crisis management and intervention
5. Previous supervisory experience preferred
6. LICSW preferred
7. Strong interpersonal and communication skills required

Reports To: Superintendent or designee

Assigned To: Central Office

Job Goal(s): To develop a comprehensive school counseling and therapeutic programs that meet the social emotional and behavioral needs of students; to integrate their work with the philosophy of Restorative Practice; to provide clinical supervision and behavioral consultation to the counseling staff and special education programs designed for students with social/emotional and behavioral needs; to provide consultation to district and building administrators regarding individual student needs; to work with district and building administrators to develop and implement behavioral supports within the model of Massachusetts Tiered System of Supports

Performance Responsibilities:

1. Provide clinical supervision to social work or other staff assigned to provide counseling services to students
2. Provide consultation and guidance to administrative staff regarding individual student behavior and social/emotional needs
3. To administer or supervise the administration of safety assessments as needed
4. Act as a consistent member of the district level Restorative Practice committee
5. Act as consistent member of the district level Threat Assessment Team
6. Respond to crisis situations
7. Train staff in crisis response and other topics as requested by the Superintendent or designee
8. Refer students and families to outside resources
9. Act as a liaison between out of school resources and district staff as appropriate
10. Consult and collaborate with district staff including teacher, instructional assistants and administrators regarding program development and implementation of student level recommendations
11. Collaborate and coordinate services with the Restorative Practice facilitator

12. Provide or oversee the provision of individual and group counseling services within the therapeutic programs
13. Provide guidance to the Director of Student Services regarding therapeutic program development and implementation
14. Use data to document the efficacy of programs or services
15. Participate in professional development as requested by the Superintendent or as needed for professional licensure
16. Consult with district wide staff to ensure equitable access to services is provided to all students
17. Review data with staff with a lens of equity
18. Any other duty as assigned by the Superintendent

Terms of Employment: Individual contract length set by the Superintendent

Performance Evaluation: The Superintendent or designee will evaluate the performance of the Director of Behavioral Services

Compensation & Benefits: Commensurate with experience and qualifications.

Approved by the Greenfield School Committee:

Greenfield Public Schools

Job Description

Title: Restorative Practice Facilitator

Qualifications:

1. Current license as a school administrator in Massachusetts required
2. Experience in the development and implementation of Restorative Practice model required
3. 5 -10 years' experience preferred
4. Strong interpersonal and communication skills required

Reports To: Superintendent or designee

Assigned To: Central Office

Job Goal(s): To develop a comprehensive Restorative Practice and social/emotional learning curriculum and related practices; to provide professional development to staff related to above; to oversee implementation of Restorative Practice structures, language and other strategies consistent with the Restorative Practice model

Performance Responsibilities:

1. Review data with staff with a lens of equity
2. Oversee the development of a formal, written social emotional learning curriculum
3. To embed Restorative Practice philosophy into the SEL curriculum along with research based resources
4. To provide professional development and coaching as needed to staff on the use of recommended practices associated with the Restorative Practice philosophy
5. Collaborate and coordinate a continuum of supports with the Director of Behavioral Services
6. Any other duty as assigned by the Superintendent

Terms of Employment: Annual stipend to be determined by the Superintendent

Performance Evaluation: The Superintendent or designee will evaluate the performance of the Restorative Practice Facilitator

Compensation & Benefits: Commensurate with experience and qualifications.

Approved by the Greenfield School Committee: