



**CAROLINE COUNTY PUBLIC SCHOOLS  
POSITION DESCRIPTION**

**Job Description:** Licensed Clinical Social Worker

<b>JOB TITLE:</b> Licensed Clinical Social Worker	<b>LOCATION:</b> School Based Site
<b>IMMEDIATE SUPERVISOR:</b> Director of Exceptional Education	<b>WORK SCHEDULE:</b> Full Time (10 Month) <b>STUDENT SUPPORT SCALE:</b> Step 0-\$63,840-Step 30-\$98,070 210 Days/ 8 hours a day <b>The selection of candidates and scheduling of interviews will be contingent upon the finalization of the Governor's Fiscal Year 2026 budget.</b>
<b>EDUCATIONAL REQUIREMENTS:</b> <ul style="list-style-type: none"><li>• Master's degree in Social Work (MSW) from an accredited institution</li><li>• State licensure as a Clinical Social Worker</li><li>• Experience in mental health or healthcare settings</li></ul>	<b>FLSA STATUS:</b> Exempt

**JOB GOAL**

The Licensed Clinical Social Worker (LCSW) serves as a vital member of the school support team, providing mental health services and social-emotional support to students, families, and staff. The LCSW collaborates with school personnel, families, and community agencies to identify and address barriers to student learning, behavior, and overall well-being.

This position involves conducting assessments, providing individual and group counseling, developing behavior intervention plans, and offering crisis intervention as needed. The LCSW supports students coping with trauma, anxiety, depression, and other mental health concerns, while also helping families access community resources. The LCSW works proactively to promote a positive school climate and ensure that students are socially, emotionally, and mentally prepared to succeed in school and beyond.

The ideal candidate demonstrates strong clinical skills, cultural competency, ethical judgment, and a passion for student advocacy. This role requires a commitment to equity, confidentiality, and a multidisciplinary approach to student wellness.

**PERFORMANCE RESPONSIBILITIES:**

1. **Provide Individual and Group Counseling**  
Deliver evidence-based mental health services to students experiencing emotional, behavioral, or social challenges.
2. **Conduct Psychosocial Assessments**  
Evaluate student needs through interviews, observations, and standardized tools to inform interventions and support plans.
3. **Develop and Implement Intervention Plans**  
Create and monitor individualized support strategies, including behavioral intervention plans and social-emotional goals.
4. **Crisis Intervention and Support**  
Respond to immediate student crises (e.g., suicide ideation, trauma, grief) and assist in post-crisis stabilization and follow-up.
5. **Participate in the Special Education Process**  
Contribute to evaluations, eligibility meetings, and IEP teams for students with emotional disabilities or related needs.
6. **Consult and Collaborate with School Staff**  
Work with teachers, counselors, administrators, and other specialists to support students' academic and emotional well-being.
7. **Engage and Support Families**  
Facilitate communication with families, provide counseling as appropriate, and connect them with external resources and services.
8. **Coordinate with Community Agencies**  
Refer and collaborate with outside mental health providers, social services, and other agencies to ensure continuity of care.
9. **Promote a Positive School Climate**  
Support initiatives related to school-wide social-emotional learning, trauma-informed practices, and restorative approaches.
10. **Document Services and Maintain Records**  
Accurately record counseling sessions, assessments, referrals, and outcomes in compliance with legal and ethical standards.
11. **Participate in Professional Development**  
Engage in ongoing learning to maintain licensure and stay current with best practices in school-based mental health.
12. **Comply with Ethical, Legal, and Professional Standards**  
Maintain confidentiality, uphold LCSW licensure standards, and follow district, state, and federal policies and regulations.

**EVALUATION:**

Performance of this job will be evaluated in accordance with school board policy and administrative

regulations on evaluation of professional personnel.