



An Equal Opportunity Employer

Flint Community Schools

Human Resources

Employee Job Description

Job Title: School Social Worker

Job Summary:

The School Social Worker plays a vital role in supporting special education students and their families by identifying, assessing, and addressing social, emotional, and behavioral needs. They collaborate with educators, administrators, and community agencies to develop intervention strategies, implement behavior management plans, and provide counseling services. Additionally, they participate in student assessments, IEP meetings, and case management to ensure students receive the necessary support for academic and personal success. Through home visits and outreach efforts, they help families engage in their child's education and connect them with essential community resources.

Essential Functions (May include, but not limited to):

1. Identify, assess, and evaluate the social, emotional, and behavioral needs of special education students to determine necessary interventions and support services.
2. Design and implement behavior management plans, consult with general and special education teachers, and provide case management for students requiring multiple services.
3. Work closely with educators, administrators, and community organizations to develop strategies that support student success in both academic and social settings.
4. Provide individual and group counseling services to eligible special education students to address emotional, behavioral, and social challenges.
5. Participate in Individualized Education Program (IEP) meetings, student assessments, and parent conferences to ensure proper support and accommodations.
6. Assist parents and families in understanding and participating in their child's education, conducting home visits, when necessary to strengthen school-family connections.
7. Identify and report cases of child abuse and neglect while implementing crisis intervention strategies as needed.

(Continued on the next page)

School Social Worker

Page 2

8. Maintain case records, track student progress, and provide reports to administrators, ensuring compliance with special education policies and procedures.
9. Provide staff with research-based behavior intervention techniques and assist in professional learning communities to support student well-being.
10. Mobilize school and community resources to enhance student learning and connect families with external support services.
11. Performs other duties as assigned.

The information contained in this job description is not an exhaustive list of the duties performed for this position. Other duties within the classification and the physical demands of the job may be assigned.

Qualifications:

Education:

Master's degree in Social Work (MSW) from accredited college or university.

Must hold one of the following qualifications

- Preliminary School Social Worker Certificate (PSSWC)
- Professional School Social Worker Certificate (PSWC)
- School Social Worker Permit (SSWP)

Skills:

Knowledge of the Individuals with Disabilities Act (IDEA) and requirements. Ability to provide comprehensive diagnostic evaluations of children suspected of being emotionally impaired and autism spectrum disorder. Ability to provide appropriate direct or indirect treatment services to individuals, groups, families, and the school community. Ability to work with community resources and make appropriate referrals. Ability to establish effective working relationships in a multi-discipline setting with parents, students, building principals and school staff. Knowledge of how factors such as family, culture, socio-economic status and physical and mental health can affect student's performance. Demonstrated instructional consultation skills including outstanding organization and communication.

(Continued on the next page)

School Social Worker

Page 3

Other Requirements:

Must comply with the Student Safety Initiative Legislation, as amended. Newly hired staff are required to successfully complete the following pre-employment screenings: 1) Physical examination by a licensed healthcare provider, 2) Criminal background check, including national and local clearance 3) 5-panel drug screening to ensure drug-free workplace.

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The essential functions are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Special Job Considerations:

Certification: Required

Type of Certification: Valid Michigan School Social Worker License

Bargaining Unit: United Teachers of Flint

Salary Schedule: Teacher Salary Schedule, 183 days per year

Immediate Supervisor: Building Principal & Director of Learning Support Services

Date: 2/28/2025

TM: tvs

Statement of Assurance of Compliance with Federal Laws

It is the policy of the Flint Community Schools not to discriminate on the basis of race, color, national origin, age, gender, height, weight, disability, religion, or marital status in any of its programs, activities, or employment. Inquiries should be addressed to the:

Executive Director of Human Resources/Legal Affairs

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Translation services are available upon request, please call 760-1259

خدمات ترجمة متوفرة تحت الطلب, الرجاء أن تتصلوا على رقم الهاتف-760-1259

Ponemos a sus órdenes el servicio de traducción. Las personas

interesadas, favor de llamarnos al 760-1259

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