



*An Equal Opportunity Employer*

Flint Community Schools

Human Resources

### **Employee Job Description**

**Job Title: School Psychologist**

#### **Job Summary:**

The School Psychologist supports students' academic, emotional, and social development by conducting assessments, providing counseling, and collaborating with educators and families to create effective learning environments. They help identify learning and behavioral needs, develop intervention strategies, and promote mental health and well-being in the school community.

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

1. Advocate for the rights of students with disabilities and their families, ensuring legal protections and equitable access to educational services are upheld.
2. Collaborate in the development and implementation of early identification and intervention procedures for students exhibiting academic, social, or emotional challenges.
3. Conduct comprehensive psychological assessments, including evaluations of cognitive abilities, academic achievement, adaptive behavior, and social-emotional functioning, to help determine eligibility for special education services.
4. Serve as the Chairperson of the Multidisciplinary Evaluation Team (MET) and Individualized Education Program (IEP) meetings related to suspected cognitive impairments, ensuring informed, team-based decisions.
5. Actively participate in METs for suspected learning disabilities, emotional impairments, and other areas of need, contributing professional insight to support appropriate educational planning.
6. Prepare thorough and clear psychological reports that inform intervention strategies and eligibility determinations for special education services.

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7. Engage in regular collaboration with other support staff and participate in professional development and in-service training to stay current with best practices and regulations.
8. Ensure the consistent implementation of special education policies and procedures across all assigned school buildings.
9. Communicate psychological findings in a clear and supportive manner to parents, teachers, and administrators, promoting shared understanding and effective educational planning.
10. 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:

Valid Michigan School Psychologist Certification or Preliminary School Psychologist Certification required.

Experience:

Previous school psychology experience or other related agency experience preferred.

Skills:

Demonstrates expertise in classroom organization, instructional planning, behavior management, and effective teaching strategies. Skilled in developing and analyzing assessment tools to track student progress and support appropriate placement decisions. Capable of adapting instruction to meet the academic and social needs of diverse learners. Works collaboratively with students, families, and educators to address learning and adjustment challenges, and provides guidance to enhance their effectiveness in supporting youth.

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### 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: Michigan School Psychologist Certification or Preliminary School Psychologist Certification

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: 5/13/2025

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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