



## North Chicago Community Unit School District #187 Position Description

**POSITION TITLE:** School Psychologist

**LOCATION:** Various

**REPORTS TO:** Principal, Special Education Coordinator, Director of Special Education

### **PRIMARY FUNCTION:**

School psychologists make important contributions to the social, emotional and academic development of students by serving as advocates for good mental health and safe and supportive learning environments. They provide direct educational, behavioral, and mental health services for children and youth, as well as work with families, school administrators, educators, and other professionals to create supportive learning and social environments for all students. They have particular expertise in data collection, analysis and interpretation for student achievement and school improvement.

### **QUALIFICATIONS:**

Certification: Valid Illinois Professional Educator License with School Psychologist endorsement

Education: Master's in School Psychology from an accredited college/university

Experience: Preferred experience in urban school setting

### **ESSENTIAL PERFORMANCE RESPONSIBILITIES:**

1. School Psychologists Work With Students to:
  - Provide counseling, instruction, and mentoring for those struggling with social, emotional, and behavioral problems
  - Increase achievement by assessing barriers to learning and determining the best instructional strategies to improve learning
  - Promote wellness and resilience by reinforcing communication and social skills, problem solving, anger management, self-regulation, self-determination, and optimism
  - Enhance understanding and acceptance of diverse cultures and backgrounds
2. School Psychologists Work With Students and Their Families to:
  - Identify and address learning and behavior problems that interfere with school success
  - Evaluate eligibility for special education services (within a multidisciplinary team)
  - Support students' social, emotional, and behavioral health
  - Teach parenting skills and enhance home–school collaboration
  - Make referrals and help coordinate community support services

3. School Psychologists Work With Teachers to:
  - Identify and resolve academic barriers to learning
  - Design and implement student progress monitoring systems
  - Design and implement academic and behavioral interventions
  - Support effective individualized instruction
  - Create positive classroom environments
  - Motivate all students to engage in learning
  
4. School Psychologists Work With Administrators to:
  - Collect and analyze data related to school improvement, student outcomes, and accountability requirements
  - Implement school-wide prevention programs that help maintain positive school climates conducive to learning
  - Promote school policies and practices that ensure the safety of all students by reducing school violence, bullying, and harassment
  - Respond to crises by providing leadership, direct services, and coordination with needed community services
  - Design, implement, and garner support for comprehensive school mental health programming
  
5. School Psychologists Work With Community Providers to:
  - Coordinate the delivery of services to students and their families in and outside of school
  - Help students transition to and from school and community learning environments, such as residential treatment or juvenile justice programs
  - Perform all other duties as may be assigned by the District Lead for Special Education and the Assistant Superintendent for Special Programs, Grants and Compliance.

## **KNOWLEDGE, SKILLS AND ABILITIES:**

### Technical:

- Maintains accurate documentation of student evaluations, reports, and records.
- Understands and demonstrates complaint understanding of HIPPA and FERPA laws.
- Completes all special education timelines and tasks within legal parameters.
- Administers assessments and reports findings following best practice within the field.

### Interpersonal:

- Demonstrates ethical practices and compliance to all legal educational requirements.
- Professional demeanor and strong communication skills.
- Creates and maintains collaborative and supportive relationships with students and families.
- Creates and maintains collaborative and supportive relationships with coworkers and community contacts.
- Oral and written communications are professional, clearly understood, and accurate.

**TERMS OF EMPLOYMENT:** 183 days

**SALARY RANGE:** \$51,020 - \$88,799 Salary commensurate with experience, plus comprehensive benefits (medical, dental, life insurance)

**EVALUATION:** Conducted yearly

*This description has been prepared to assist in properly evaluating various classes of responsibilities, skills, working conditions, etc. It is intended to indicate the kinds of tasks and characteristic levels of work difficulty that will be required of positions that will be given this title. It is not intended as a complete list of specific duties and responsibilities. Nor is it intended to limit, or in any way modify the right of any supervisor to assign, direct and control the work of employees under supervision. Scheduling flexibility is required to accommodate changing school/district needs. The use of a particular expression or illustration describing duties shall not be held to exclude other duties not mentioned that are of similar kind or level of difficulty.*

*The North Chicago Community Unit School District #187 is an Equal Opportunity Employer with established policies prohibiting discrimination on the basis of race, color, creed, religion, national origin, sex, sexual orientation, age, ancestry, marital status, arrest record, military status, order of protection status, unfavorable military discharge, citizenship status provided the individual is authorized to work in the United States, use of lawful products while not at work, being a victim of domestic or sexual violence, genetic information, physical or mental handicap or disability, if otherwise able to perform the essential functions of the job with reasonable accommodation, credit history unless a satisfactory credit history is an established bona fide occupational requirement of a particular position or other legally protected categories. The Superintendent of Schools/designee (847-689-8150) addresses questions regarding student discrimination, and the Director of Human Resources (847-689-8150) answers questions concerning staff discrimination.*

**REVISED 3/24/26**