

VACANCY ANNOUNCEMENT
School Psychologist – Elementary level
Bloomfield Hills Schools
2025-2026 School Year

Applications are being accepted for a **School Psychologist** with Bloomfield Hills Schools. This is a Bloomfield Hills Education Association (“BHEA”) bargaining unit position.

REPORTS TO: Director of Special Education; Program Supervisor

FTE: 1.0 FTE – Terminating Contract through the end of the 2025-2026 school year

REQUIREMENTS:

Valid Michigan School Psychologist Certification

Expertise in the areas of special education compliance, behavior management, PBiS, Social Emotional Learning (SEL) and Diversity, Equity and Inclusion, preferred

POSITION SUMMARY:

Provide services to help children succeed academically, socially, behaviorally, and emotionally by collaborating with educators, parents, and other professionals to create safe, healthy, and supportive learning environments that strengthen connections between home, school, and the community for all students.

The purpose of this job is to support district efforts to increase achievement for all students by evaluating, mentoring, coaching, and assisting teachers with planning and implementation of research-based and best practice, classroom strategies, interventions and compliance specific to students with IEPs within county based center-programs.

An effective psychologist works collaboratively with teachers, families, students, support staff, principals, and directors to support the school and its educational and functional objectives.

ESSENTIAL FUNCTIONS:

Note: These duties and responsibilities are judged to be "essential functions" in terms of the Americans With Disabilities Act or ADA. To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below 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. The statements below are intended to describe the general nature and level of work being performed by a person in this position. They are not to be construed as an exhaustive list of all duties that may be performed by such a person.

- Collaborate with teachers and school staff to individualize instruction and monitor student progress including analyzing student assessment and student growth data to improve behavior and/or learning.
- Participate and assist with facilitating problem-solving teams at all levels (district, school, grade, classroom, student)
- Participate, and sometimes lead, in coordinating the central coordination referral process for incoming and out-going center-program students
- Serve on multi-disciplinary evaluation teams to complete comprehensive evaluations
- Continuously monitor and design individualized programs and services for each IDEA-eligible student in the least restrictive environment based on the student's present level and/or comprehensive evaluation
- Complete and support staff in completing IEP and other required paperwork in accordance with federal and State timelines
- Collaborate with staff to develop and sustain multi-tiered systems of support (MTSS) and positive behavioral interventions and supports (PBIS)
 - Assist, and sometimes lead, the development of FBA/BIPs
- Assist in proper referrals of students to agencies and specialists within the community
- Compile data from a variety of sources (building, grade, or subject-level achievement scores; newest trends in teaching, etc.) for the purpose of modeling and providing faculty information for the development of best instructional strategies
- Ensure effective communication among all stakeholders (teachers, administrators, etc.) for the purpose of ensuring all participants in student success are focused on common goals
- Respond to inquiries from a variety of sources (teachers, administrators, other instructional coaches, etc.) for the purpose of issue resolution, best practice sharing, and analyzing assessment data
- Serve on various teams and committees (Professional Learning Committees, new teachers, Building Instructional Teams, school psychology, etc.) for the purpose of building staff capacity and enhancing school culture and community
- Maintain special education records in compliance and provide Special Education Director and program supervisor with all required documents
- Participate in regular professional learning opportunities to stay abreast of current research-based practices within the field
 - Participate in professional learning at the district and county level
- Maintain records and complete Medicaid School-Based Services billing, when applicable
- Other duties as assigned

COMPETENCIES:

Self-Awareness: demonstrates understanding of own identity, privilege and power, understands strengths and weaknesses and the impact on others' perceptions, seeks feedback and self-development

Cultural Competence: demonstrates knowledge and respect for cultures of community served, creates an inclusive environment, adjusts behavior according to cultural norms and cues, works effectively across difference, creates and sustains an environment in which people from diverse backgrounds can succeed

Achievement Orientation: sets challenging goals for self and others, takes initiative to go above and beyond to achieve results, follows through on commitments, demonstrates resilience and flexibility

Continuous Learning: Takes responsibility for behavior, mistakes, and results, takes calculated risks, uses research to inform practice, continually seeks opportunity for improvement, values creativity and innovation, shares effective practices with others

Critical Thinking and Problem-Solving: Gathers information from multiple sources, sorts out complexity, anticipates problems, breaks down information and effectively analyzes

Impact and Influence: adapts leadership style to influence others, anticipate reactions of others and makes a compelling case for a position, stimulates others to take action and accomplish goals

Stakeholder Management: develops mutually beneficial relationships and partnerships, gains trust of key stakeholders, consistently demonstrates respect and appreciation for others

ADDITIONAL DUTIES:

- Performs other related tasks as assigned.

COMPENSATION BENEFITS: Pursuant to the BHEA bargaining unit agreement, the current salary range for this position is \$49,592-\$111,721. Placement offer on the BHEA salary schedule is commensurate with experience, education, and qualifications.

- Bloomfield Hills Schools offers excellent medical, dental and vision insurance.
- Short-term disability, long-term disability and life insurance are provided by the district.
- The District makes contributions to the Michigan Public School Employees Retirement pension system.

STARTING DATE: Immediately

METHOD OF APPLICATION: All applicants, including **internal**, who want to be considered for this position, must submit an application at:

<https://www.applitrack.com/oaklandschools/onlineapp/jobpostings/view.asp?district=46154>

The Board of Education is committed to maintaining an educational and work environment that is free from discrimination and harassment based on race, color, national origin, sex (including sexual orientation and gender identity/expression), disability, religion, genetic information, marital status, pregnancy status, or any other legally protected characteristic. The Board has therefore adopted anti-discrimination and anti-harassment policies that prohibit discrimination and harassment by Board members, School District employees, students, contractors, volunteers and others connected with the School District. A student, employee, or any other person who believes that a student or employee has been subjected to discrimination or harassment may seek resolution of the matter through the procedures that follow. Complaints of sexual harassment within any educational program or activity of the School District will be investigated and resolved under 8007.3-AR, as required by Title IX and its implementing regulations ("Title IX sexual harassment"). All other complaints of discrimination, harassment, or retaliation, other than Title IX sexual harassment, will be investigated and resolved under 8007.1-AR or 8007.2 AR. Inquiries related to discrimination on the basis of disability should be directed to the 504 Coordinator: Director of Special Education, 7273 Wing Lake Road, Bloomfield Hills, MI 48301, (248) 341-5415. Direct all other inquiries related to discrimination to: Assistant Superintendent for Human Resources, 7273 Wing Lake Road, Bloomfield Hills, MI 48301, (248)341-5425.