



# TALENT MANAGEMENT

## Job Description

### LICENSED SPECIALIST IN SCHOOL PSYCHOLOGY, LSSP (CARE Team)

**Reports To:** Special Education Director

**Wage/Hour Status:** Exempt

**Dept. /School:** Special Education

**Pay Grade:** Admin. Program JG-5

#### **2020-2021 School Year**

*Applying through this posting allows you to submit a general application, expressing your interest to work with the District at the campus/es where there is a vacancy throughout the school year.*

#### **Terms of Employment:**

11 months/ 210 days per year. Salary is at Administrative Program Job Group 5 on the SAISD Compensation Plan on a Non-Chapter 21 contract. Entry level is at an annual rate of \$60,641.70 with additional consideration for directly related experience.

#### **Primary Purpose:**

Provide intervention, guidance and support for students in crisis as part of the Child Assistance, Remediation and Evaluation (CARE) Team. Work collaboratively with campus staff and parents to develop effective and responsive strategies to support students who are struggling with behavior. Review or develop campus crisis intervention and/or behavior intervention plans for specific students. Work collaboratively with district staff to provide services and support to students with and without disabilities focusing on behavior analysis as a management strategy. Provide consultation and training to campus and district staff and parents. Determine if consideration for an expedited evaluation for a student served by the CARE Team would be appropriate and conduct the evaluation.

#### **Minimum Qualifications:**

##### **Education/Certification (Must meet one of the following):**

- Master's Degree in school psychology from accredited college or university and holds licensure as a Licensed Specialist in School Psychology by the Texas State Board of Examiners of Psychologists; or
- Graduate of a training program approved by the National Association of School Psychology or accredited by the American Psychology Association and holds licensure as Licensed Specialist in School Psychology by the Texas State Board of Examiners of Psychologists; or
- Master's Degree and eligible to practice as a School Psychology Trainee
- Candidate must have satisfactory outcome of fingerprinting background check. Non-refundable fee (approximately \$50.00) paid by the applicant

##### **Special Knowledge/Skills:**

- Leadership style compatible with position
- Knowledge of local, state and federal special education policies and procedures
- Ability to administer and interpret psychological, intelligence and achievement assessments
- Knowledge of K-12 curriculum
- Ability to analyze data and provide recommendations
- Ability to problem solve, think critically and manage conflicts
- Strong organizational, presentation and interpersonal skills
- Demonstrated oral and written communication skills
- Ability to maintain accurate records and meet deadlines

##### **Major Responsibilities and Duties:**

*(The following statements describe the general purpose and responsibilities assigned and should not be construed as an exhaustive list of all responsibilities, skills, efforts, or working conditions that may be assigned or skills that may be required.)*



# TALENT MANAGEMENT

## Job Description

### **Licensed Specialist in School Psychology (LSSP) Leadership**

1. Develop, implement and modify school psychology services based on identified student needs.
2. Administer approved psychological, achievement and intelligence measures using district approved instruments and procedures.
3. Prepare evaluation reports using district approved format.
4. Advise designated personnel on learning intervention strategies, student behavioral problems and counseling assessments.
5. Assist in the creation, development, coordination and evaluation of students in crisis or who have recently had intervention for a crisis
6. Assist in the selection and implementation of strategies to manage, shape and teach replacement behavior
7. Plan, coordinate and conduct district-wide and campus-wide events with a focus on behavior
8. Notify assign coordinator and program supervisor of the needs of campuses
9. Disseminate information regarding policies and procedures developed as part of the CARE Team
10. Provide support to school personnel in order to ensure compliance with local, state and federal special education policies and procedures throughout the district

### **Organizational Management**

5. Provide assistance with the organizational needs of the CARE Team initiative
6. Provide assistance with the organizational needs of the Special Education Department.
7. Attend Special Education Department and District meetings and training sessions as assigned.
8. Collect, maintain and update program records appropriate to LSSP position.

### **Licensed Specialist in School Psychology's Role in Student Achievement**

8. Provide direct intervention with students in crisis
9. Provide guidance, coaching and support to campus staff and parents of students who have receive support from the CARE Team
10. Provide assistance to teachers and school administrators in the creation of a school climate that effectively manages student behavior in accordance with the Student Code of Conduct and Student Handbook
11. Collaborate with campus and district personnel to support common vision of success for eligible special needs students.
12. Participate in Admission, Review and Dismissal (ARD) committees for purpose of interpreting diagnostic results and preparing Individual Education Plans (IEPs) based on findings.
13. Interpret diagnostic findings to appropriate school personnel

### **Professional Learning**

11. Plan and conduct professional learning activities for special education personnel.
12. Demonstrate and maintain current knowledge, understanding and skill appropriate to job assignment.

### **Qualities of Effective Licensed Specialists in School Psychology (LSSP)**

13. Demonstrate a high level of personal integrity, a collaborative leadership style and high ethical standards.
14. Keep informed of and comply with state, district, and federal policies, including daily attendance, punctuality and confidentiality.
15. Compile, maintain and file all reports, records and other required documents.



# TALENT MANAGEMENT

## Job Description

**Supervisory Responsibilities:** None

**Equipment:**

Computer, computer software programs and peripherals, teacher resource materials and equipment, copier, fax, video monitoring equipment and other equipment applicable to position.

**Working Conditions:**

**Mental and Physical Demands:**

Maintain emotional control under stress; work with frequent interruptions/deadlines and prolonged or irregular hours; Frequent walking, standing, stooping, bending, pulling and pushing; Occasional: Lifting and carrying 10-25 pounds frequently, 25-40 pounds occasionally, more than 45 pounds infrequently with assistance; Pushing/pulling 10-35 pounds sporadically; May be required under specific circumstances to provide physical restraint of students in danger of causing harm to themselves or others; Frequent district-wide and occasional statewide travel.

**Environmental Factors:**

Frequent exposure to: temperature extremes (hot and cold), humidity extremes, noise; Occasional exposure to: biological hazards (communicable diseases, bacteria, insects, mold, fungi, etc.).

**It is the policy of San Antonio ISD not to discriminate on the basis of race, color, religion, national origin, age, sex, gender identity, gender expression, sexual orientation or disability in its vocational programs, services or activities as required by Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973, as amended, and SAISD's board policies DIA, FFH, and FFI.**

Employee Acknowledgement of Receipt \_\_\_\_\_ Date: \_\_\_\_\_