

Independent Licensed Psychologist

Dept/Div: Special Education/N/A

FLSA Status: Exempt

General Definition of Work

Performs intermediate professional work performing diagnostic evaluation of students, assessing and interpreting intellectual, social and/or emotional development, conducting consultations, develop training and support initiatives for students, parents, and staff, preparing and maintaining files and records, and related work as apparent or assigned. Work is performed under the general direction of the Director of Special Education.

Qualification Requirements

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

Essential Functions

Implements Social/Emotional Learning and Positive Behavior Support (SEL) approach utilizing Nurtured Heart districtwide including training staff, modeling implementation, providing coaching to licensed and non-licensed staff.

Consults with licensed and non-licensed staff regarding mental health concerns for individual students including individualized education plans and available community support services.

Collaborates and consults with administrative leadership in the development and execution of Tiers of Support for Social/Emotional Learning and Positive Behavior Support.

Develops, trains, facilitates, and participates in safety and threat assessment processes district-wide; provides consultations with outside service providers including medical doctors, psychiatrists, psychologists, and other mental health providers.

Consults with other districts in the implementation of the safety and threat assessment processes.

Coordinates trauma focused prevention services and strategies for staff; provides trauma focused intervention services for staff in crisis situations.

Serves as a liaison to external entities including member districts through the provision of consulting services as well as by providing presentations.

Knowledge, Skills and Abilities

Comprehensive knowledge of District policies and procedures; comprehensive knowledge of the policies, procedures, methods and techniques used for assessing psychological needs of individual students, parents, and educational staff; comprehensive knowledge of national threat assessment protocols; comprehensive knowledge of District crisis planning guidelines and related emergency documents (evacuation, lockdown, fire, weather); comprehensive knowledge of due process laws, test administration, interpretations and scoring manuals; thorough knowledge of individual and group behaviors; thorough knowledge of educational, advocacy, and assistance programs for treatment and referral; thorough knowledge of student record keeping requirements; skill in diagnostic and development of counseling techniques in an educational environment; skill in organizing, developing, and presenting initiatives and concepts to enhance training programs across a broad and diverse organizational platforms; ability to navigate difficult conversations with stakeholders; ability to work with diverse teams of individuals and agencies to reach consensus; ability to operate standard office equipment and specific computer software applications; ability to make arithmetic computations using whole numbers, fractions and decimals; ability to compute rates, ratios and percentages; ability to perform and interpret statistical analysis; ability to communicate complex ideas effectively orally and in writing; ability to establish and maintain working relationships with community-based professionals, District staff and administration, member district administrators, parents/guardians, and students.

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Education and Experience

Master's degree with coursework in psychology, or related field and extensive experience in psychology work related to social and emotional learning and implementation of best practice responses for safety and threat situation, or equivalent combination of education and experience.

Physical Requirements

This work requires the occasional exertion of up to 10 pounds of force; work regularly requires speaking or hearing, frequently requires standing and sitting and occasionally requires walking and using hands to finger, handle or feel; work has standard vision requirements; vocal communication is required for expressing or exchanging ideas by means of the spoken word and conveying detailed or important instructions to others accurately, loudly or quickly; hearing is required to perceive information at normal spoken word levels and to receive detailed information through oral communications and/or to make fine distinctions in sound; work requires preparing and analyzing written or computer data and observing general surroundings and activities; work occasionally requires body fluids; work is generally in a moderately noisy location (e.g. business office, light traffic).

Special Requirements

Possession of Minnesota Department of Education School Psychologist licensure upon hire.
Possession of Nurtured Heart Trainer certification upon hire.

Last Revised: 4/17/2020