



Job Title: Site-Based Social Worker – Various Sites

Department: Student and Family Support Services

Reports To: Coordinator of Student Engagement

Grade: BG-04

Number of Days: 190

Security Access: Various as assigned

Current Date: 04/16/2016

Overtime Status: Exempt

Mission and Vision: Tulsa Public Schools is the destination for extraordinary educators who work with our community and families to ignite the joy of learning and prepare every student for the greatest success in college, careers and life.

Our mission is to inspire and prepare every student to love learning, achieve ambitious goals and make positive contributions to our world.

Core Values: Our core values guide how we work and interact with each other at every level of the organization. We embrace and embody these values every day:

- **Equity:** All children deserve the opportunity to develop their full academic and social potential. Our diversity is a community treasure, and we must foster an inclusive environment by examining biases and resolving unfair practices.
- **Character:** We are honest, trustworthy and have high standards of behavior. We do the right thing even when it is hard. While we do not always agree, we treat one another with kindness and respect.
- **Excellence:** We work hard together and expect a lot of one another because high standards produce exemplary knowledge, skills, abilities and mindsets.
- **Team:** We care for one another, support the personal and professional development of one another, and work together to improve our community
- **Joy:** Joy at school and at work makes us more productive, because when we create, innovate and imagine, our motivation grows. We want to ensure that everyone knows the excitement that comes from working deeply on a problem, task or concept and experiencing breakthrough moments.

Position Summary: Student and Family Support Services provides data driven, multi-tiered prevention and intervention services for students, schools, and families to address the social, emotional, behavioral, health, and safety needs of all students.

The Site-based Social Worker will provide leadership for a comprehensive student support infrastructure that includes counseling and mental health, learning supports, discipline and

suspensions, attendance, and social emotional learning. The Social Worker will provide direct assistance for students and families to overcome barriers to engaged learning.

Minimum Qualifications:

- Alignment with mission, vision and core values of Tulsa Public Schools
- Bachelor Degree in a social services field (Masters preferred) and/or certification as a licensed professional counselor in the State of Oklahoma.

Responsibilities and Essential Functions: The following duties are representative of performance expectations.

- Reduce barriers to student engagement in school—social emotional, academic, environmental, etc.
- Mobilize family, school, and community resources to enable students to learn.
- Provide case management for students and families and may include brokering services in the community, assisting with conflict resolution, providing crisis intervention, etc.
- Collaborate with professionals to evaluate students’ mental and physical health condition.
- Assist parents in accommodating special needs.
- Assist teachers with behavior management and developing positive behavioral intervention strategies.
- Develop intervention strategies to increase academic success.
- Provide staff with essential information to better understand factors affecting student performance and behavior—cultural, societal, economic, familial, health, etc.
- Develop and provide staff training.
- Assist with ensuring students have a safe learning environment.

Skills and Abilities Required: The following characteristics and physical skills are important for the successful performance of assigned duties.

- Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, and asking questions as appropriate.
- Social Perceptiveness — Having social awareness and reacting appropriately.
- Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions, or approaches to problems.
- Coordination — Adjusting actions in relation to others’ actions.
- Service Orientation — Actively looking for ways to help people.
- Writing — Communicating effectively in writing as appropriate for the needs of the audience.
- Complex Problem Solving — Identifying complex issues, reviewing related information, developing options, and implementing solutions.
- Judgment and Decision Making — Considering the relative costs and benefits of potential actions.

Supervisory Responsibility: None

Working Conditions: Exposure to the following situations may range from rare to frequent based on circumstances and factors that may not be predictable.

- Standard office environment
- Frequent exposure to stressful situations
- Must be mobile in order to attend events and meetings outside of regular hours.
- Normal effort of occasional periods of light physical activity.

Tulsa Public Schools is committed to building a diverse and inclusive team of individuals who contribute to the district's mission with their talent, skills and energy. Tulsa Public Schools is equal opportunity employer and does not discriminate against persons because of age, race, color, creed, religion, disability, gender, ethnic or national origin, or veteran status. Tulsa Public Schools prohibits discrimination against individuals with disabilities and will reasonably accommodate applicants with a disability, upon request, and will also ensure reasonable accommodation for employees with disabilities.