

SOCIAL WORKER VACANCY CIRCULAR

School Name: John Adams High School

District: 27

School Site: 101-02 Rockaway Blvd., Ozone Park, New York 11417

Send Cover Letter and Resume to: staffing@johnadamsnyc.org by April 14, 2016

POSITIONS

Social Worker

DESCRIPTION

At John Adams High School we hold ourselves responsible for fostering and sustaining a school wide culture of lifelong learning, resulting in the skills and knowledge necessary for success in college and 21st century careers. In order to accomplish this we have instituted a series of initiatives with the combined goals of improving instruction and aligning it with the CCLS and Engage NY, promoting the learning both of students and adults, and fostering a culture of collaboration and engagement between students, parents, staff, and community. Among the most important of these initiatives are SAM, WITSI, and PBIS.

SAM (Scaffolded Apprenticeship Model) is a two year school improvement and leadership program, centering on use of inquiry cycle to identify learning gaps, followed by the creation of instructional and/or structural systems to close them. WITSI (Writing is Thinking and Strategic Inquiry) incorporates the cycle of inquiry to provide a scaffolded approach to developing student writing and critical thinking skills. The Positive Behavior Interventions and Supports (PBIS) program is based on the understanding that behavioral and academic concerns oftentimes are interrelated, and uses a two-pronged approach that addresses the needs of the whole student.

These programs operate in a broader setting of student selected, theme based Small Learning Communities (SLCs) and specialty programs such as Junior Air Force ROTC, the IB (International Baccalaureate) Program, College Now, Advanced Placement, extensive PSAL and extracurricular activities, and STEM and Fine Arts programs, among others. By combining the intimacy of a small school with the offerings of a large school, our students are supported academically, emotionally, and socially.

A mandatory one week summer planning institute to be held August 29, 2016 will offer an essential opportunity for staff to be involved in developing the school's culture and instructional program.

Because we believe that all staff members play an important role in the education of our students, the school will offer opportunities for social workers to assist with or participate in activities like:

- After-school and/or Saturday tutoring, enrichment, sports, arts, and family programs
- In-house school committees and/or special programs.
- Inquiry work with teachers and other staff members and collaborative conversation among all staff members.
- Any other opportunities you'll have in your school that are outside of guidance counselors' contractual obligations within the scope of a social worker's responsibilities.

Advance notice of dates will be supplied, and those who participate will be compensated according to the terms of the UFT contract. Staff participation in these activities is voluntary, although strongly encouraged, as they are very important to the development of the school.

ELIGIBILITY REQUIREMENTS

New York State certified Social Worker in New York City schools, with satisfactory ratings and attendance.

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DUTIES AND RESPONSIBILITIES

Because roles in schools are varied and complex, serious consideration will be given to applicants who demonstrate in their resume and cover letter experience and/or willingness to commit to the school's mission and core beliefs and to become involved in these essential aspects:

- Practicing counseling to facilitate professional growth and collaboration that supports overall learning environment for students
- Participating in regular faculty development, reflective practice, professional organizations, peer coaching and Critical Friends Group work
- Counseling students, individually and in groups, regarding discipline, social and emotional development, substance abuse, conflict mediation, and making appropriate referrals
- Maintaining regular and open communication with parents
- Developing and maintaining partnerships with participating educational institutions, industry partners, and community-based organizations to support school initiatives including job shadowing, internships, and other academic opportunities
- Organizing orientations (incoming freshman, college, and work fairs etc), workshops (PTA/at risk students, etc) and other public speaking events
- Having an open door policy for all members of the school community
- Providing strategies and work with teachers to promote social and emotional competence in the classroom
- Providing support to teachers to assess and address students' social and emotional needs
- Developing and supporting experiential half-day curriculum to support student growth
- Participating in community outreach events that foster healthy family involvement
- Working collaboratively with staff and families to address attendance issues and help improve students' attendance
- Working collaboratively with staff to ensure services are most effectively organized for students
- Leading school's Pupil Personnel Team (PPT) and effectively create and implement plans of action for students whom the team identifies as those needing interventions

SELECTION CRITERIA

The successful candidate will demonstrate:

- Willingness to carry out the above duties and responsibilities:
 - Ability to collaborate with staff and participate in an Advisory program.
 - Success in forming successful partnerships with community-based organizations and other organizations that offer social and emotional supports to students
 - Knowledge of or ability to make referrals for students in need of additional services or alternative placements
 - Evidence of successful counseling strategies with regard to discipline, social and emotional development, substance abuse, and conflict mediation
 - Experience collaborating on an interdisciplinary grade level team
 - Ability and/or willingness to use or learn to use Google Apps
 - Ability to use NYCDOE systems
 - Ability or willingness to develop conflict resolution programs including, but not limited to, restorative justice and peer mediation
 - Clinical experience with addressing contemporary issues that affect youth living in high poverty communities
 - Ability to provide strategies to staff in promoting social and emotional competence throughout the school

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- Evidence of success with students who exhibit academic, social, and/or emotional struggles, English Language Learners, students with special needs, and their families
- Ability to intervene in crisis situations with verbal de-escalation techniques
- Evidence of success leading workshops and discussions with/for parents
- Strong leadership, interpersonal, and communication skills
- Ability to effectively communicate orally and writing with colleagues, parents, students, and the community
- Ability to work in a fast-paced, multifaceted school environment, including the ability to multitask
- Experience preferred, but willingness to be trained in providing counseling strategies for Positive Behavioral Intervention and Supports

In addition to the cover letter, resume, and interview, applicants must present three professional references. Reference might include one from a peer, with whom the applicant has collaborated, and/or a faculty development or professional organization.

Resumes may be sent to staffing@johnadamsnyc.org by April 14, 2016

WORK SCHEDULE & SALARY

As per Collective Bargaining Agreement

APPEALS PROCESS

For current DOE Internal Applicants Currently Serving at this School Only: All applicants will be notified, in writing, whether or not they have been selected by the Staffing Committee. Applicants who have not been selected shall be notified of how to appeal the Committee's decision, if they so choose. The decisions of the Staffing Committee shall be grievable and arbitrable using the same process and implemented in the same manner as the Expedited Arbitration Procedure for the SBO Transfer and Staffing Plan (including, but not limited to, Article 22E2 of the collective bargaining agreement covering teachers for 2000-2003 and the practices that were established by the parties).

AN EQUAL OPPORTUNITY EMPLOYER

It is the policy of the Department of Education of the City of New York to provide educational and employment opportunities without regard to race, color, religion, creed, national origin, alienage and citizenship status, age, marital status, disability, prior record of arrest or conviction (except as provided by law), sexual orientation, gender (sex), and to maintain an environment free of discriminatory harassment, including sexual harassment, or retaliation as required by civil rights law. Inquiries regarding compliance with this equal opportunity policy may be directed to: Office of Equal Opportunity, 65 Court Street, Room 1102, Brooklyn, New York 11201, or visit the OEO website at: <http://schools.nyc.gov/Offices/GeneralCounsel/Investigative/OEO/default.htm>