



# School Psychologist

Position reports to	Director of Student Care
FTE	1.0
Classification	Level D 7-8 (General Staff), Southern Cross Grammar Enterprise Agreement 2023, commensurate with experience

## Purpose

Working with students, teachers, staff and parents, the School Psychologist will support students and their families in the areas of learning, behaviour, and personal and social fluency. The School Psychologist will work in a multidisciplinary team environment across the Primary and Secondary School within the Student Care Team. The role provides confidence in the School's capacity to respond in a flexible and balanced manner in the provision of support to students and their families.

## Key Aspects of the role

**Undertake educational and psychological assessment and diagnosis in all areas of child and adolescent development, including:**

- Psycho-educational assessment involving intellectual and ability assessment tools, clinical measurement, clinical interview and observation
- Diagnosis requiring analysis and synthesis of multiple measures, other information and understanding of diagnostic criteria as set out in DSM-IV or ICD 10
- Psychological assessment of mental health issues involving clinical measures, clinical interview skills, and observation and information from other sources
- Providing psychological counselling, therapy and programs for individuals and groups for a range of mental health, emotional and family issues. This involves experience and competence with individual psychological therapy, including a range of evidence-based therapies (eg. Cognitive Behavioural Therapy, Interpersonal Psychotherapy)
- Providing acute interim management and ongoing monitoring of students with mental health issues and develop appropriate action plans with staff and parents to facilitate the student's school adjustment
- Delivery of programs for students e.g. transition programs, peer support, study skills, remedial, etc
- Facilitating small group preventative and proactive programs for students (e.g. social skills and anger management)
- Acting as a liaison person for referrals to medical specialists, private practitioners, external agencies and community service organisations in matters relating to the management of particular cases.

**Plan evidence-based interventions in collaboration with other staff, relevant professionals and parents.**

**This may involve:**

- Communication and planning evidence-based interventions with school staff
- Developing interventions to facilitate the educational services provided to students
- Writing reports and professional letters
- Liaising with external professionals and agencies
- Developing links with relevant community agencies
- Referring parents and students to professionals or agencies as needed



- Advocating for students with special needs and other issues.

**Participate as a member of School Staff and provide psychological input to the development, implementation and evaluation of school or system learning programs, goals and outcomes. This will involve:**

- Attending administrative meetings (school staff and colleagues) as appropriate to the role
- Contributing to school level policy input, e.g. behaviour, student wellbeing, supporting school community strategies
- Developing interventions to assist students at points of transition
- Participating in relevant curriculum development as request
- Participating in the life of the school community as required, within the limits of ethical boundaries.

**Providing professional learning and information to build capacity of schools and families to improve students' learning and developmental outcomes. This may involve:**

- Providing advice to the Principal and senior staff regarding management of individuals, groups or events
- Providing and facilitating professional learning and information for teaching staff
- Providing professional learning and information to parents
- Clearly articulating the role of the School Psychologist, including ethical boundaries, to staff and the broader school community.

**Responding to and assisting the school in the response to critical incidents and emergencies. This can require:**

- Knowledge and current evidence on management of traumatic incidents
- Participation in the development and review of school policies and plans for critical incident response
- Assisting with school wide management of, and response to, critical incidents and emergencies
- Providing individual and group support to students and families
- Liaison with external service providers where necessary
- Advising and supporting school staff and parents with managing their own responses.

**Collect, collate and maintain student information and records to meet legislative and system requirements, and to inform research and policy development:**

- Maintaining accurate and detailed case notes and student files within the school, in keeping with the standards of Psychological practice
- Collection, collation and maintenance of practice related data, e.g. caseload demographics, outcome measures
- Maintaining an awareness of school community issues and events which may impact on the school, and work with staff to manage these
- Informing the Principal and senior staff regarding current referral issues and suggesting management strategies.

## Key Relationships

- Principal and Executive
- Student Care team
- Staff, students and parents/carers
- External Agencies



## Work Health and Safety

Staff are required to:

- take reasonable care for their own health and safety and that of other staff who may be affected by their conduct
- demonstrate an awareness of Work Health and Safety issues, and have a working knowledge of the School's health and safety policies and procedures
- participate in Work Health and Safety related training
- promote a safe working environment by raising work health and safety concerns in a timely manner and reporting any notifiable incident or health and safety matters to the Principal, or member of the OHS committee.

## Child Safety

Southern Cross Grammar is committed to creating and maintaining a child safe environment in which students feel safe, and are safe

All staff are required to:

- Provide students with a child safe environment
- Proactively monitor and support student wellbeing
- Have a working knowledge and understanding of the school's Child Safe Policies, Code of Conduct and any other policies and procedures relating to child safety
- Undertake annual training to maintain compliance with all child safety legislation, standards and regulations.

## Key Capabilities

- Knowledge and ability to use evidenced based psychometric assessment tools, including the capacity to provide psycho-educational and therapeutic group programs to parents, children and family groups
- Ability to develop and implement treatment and recovery plans for individuals, groups and families as required
- Well developed oral, written, communication and interpersonal skills and computer proficiency, including the ability to use client information management systems.
- Capacity to work effectively both independently and as part of a multidisciplinary team, demonstrate accountability and willingness to take direction and provide written reports
- Demonstrated ability to comply with relevant legal and ethical standards, including accountability, ethical practice, duty of care, confidentiality, relevant accreditation standards and workplace health and safety
- Awareness of State and school legal responsibilities, policies and procedures, associated with care and mandatory reporting
- Maintaining of professional competence and continued professional learning
- Willingness to undertake other duties as reasonably required by the Principal

## Conditions of Employment

- Degree in Psychology including full registration with the Psychology Board of Australia
- Provisional registration based upon possession of a degree with a fourth or fifth year qualification in psychology and a supervision agreement accepted by the Psychology Board of Australia
- Current Working With Children Check and National Police Check
- Current level 2 First Aid and CPR Certificate, Asthma and Anaphylaxis training or willingness to undertake.
- A salary will be paid according to qualifications and experience as per Southern Cross Enterprise Agreement 2023



**SOUTHERN CROSS**  
GRAMMAR

- Salary packaging benefits, quality staff professional learning and leadership opportunities
- Employer superannuation contributions as prescribed under the Superannuation Guarantee legislation
- Southern Cross Grammar is an equal opportunity employer
- Southern Cross Grammar is committed to creating and maintaining a child safe environment in which students feel safe and are safe. All staff are subject to and expected to comply with the Child Safe Code of Conduct and the School Child Safe Policy as amended or varied from time to time.