

Director of Social Work

Start Date: January 2020, but flexible
Team: Team Special Services
Location: New York (Brooklyn), Connecticut (New Haven, Bridgeport, or Hartford), or Rhode Island (Providence)

About Achievement First

Achievement First, a non-profit 501(c)3 charter school management organization, operates 37 public charter schools in Brooklyn, Connecticut, and Rhode Island. The mission of Achievement First is to deliver on the promise of equal educational opportunity for all of America's children. We know that every child—regardless of race, zip code, or economic status—deserves access to great schools. Achievement First currently educates more than 14,000 students in historically underserved neighborhoods, with over 90% of our students identifying as Black or Latinx. For more information about the Achievement First mission, model, our schools and team, please visit our website at www.achievementfirst.org.

Summary

Achievement First is committed to meeting the needs of scholars who enter our schools. As such, each school has a social worker or counselor who is responsible for providing counseling and social emotional supports to the students within the school build.

To support the Social Workers and Counselors across the network, as well as to provide legally required clinical supervision, we have a network-based Director of Social Work who is responsible for supporting the cohort. The Director is responsible for setting the vision for the social worker/counselor core role, providing professional development (through in person and group supervision cohort experiences), checking in with each social worker/counselor bi-weekly (2x/month), and being “on call” for advising in emergency situations. The Director is also responsible for writing and codifying mandated reporter trainings for NY, CT, and RI, as well as consulting on policies.

All candidates must have a graduate degree with a clinical focus.

Primary Responsibilities Include:

- **Laterally support a cohort of 38 to 45 Social Workers across three states to outcomes: Drive student achievement by ensuring social workers implement strong clinical, behavioral and social-emotional services**
 - Ensure students with disabilities, students with potential disabilities, and students who struggle are served consistently, meeting and exceeding legal mandated services and at-risk services
 - Ensure IEPs and 504 counseling plans are implemented with fidelity and live authentically as part of a student's academic experience
 - Ensure schools are in 100% legal compliance with counseling services, documentation and reports

- **Develop Social Workers who are responsible for mandated and at-risk counseling at the school site: Support the Social Worker and coach/principal relationship**
 - Drive SW development through bi-weekly check-ins, clinical skill coaching, session observations, crisis support, etc.).
 - Plan and lead practice based professional development sessions during Days of Practice, Cohort Days, Beginning of Year Sessions and summer New-Hire Orientation
 - Lead and coordinate the social worker/counselor annual review process (360/PGP/RIDE)
 - Provide accountability and support (actionable feedback and coaching) to the school SWs
 - Communicate clearly (orally and in writing) with school-based coaches to support her/his management of the SW
 - Differentiate support depending on school SW skill and capacity
 - Develop tools and resources to document best practices
 - Promote sharing and communication across schools

- **Interdisciplinary Collaboration: Participate in and contribute to overlapping work streams across Network Teams to support the integration of Social Work with Network Priorities and Strategies**
 - **Team Recruit:** Support SW hiring process by working closely with Team Recruit and school leaders to screen candidates for strong clinical skills
 - **Team Student Experience (TSE):** regularly attend meetings in order to share SW priorities and initiatives, seek feedback and identify partnership opportunities between TSE and Social Workers
 - **Team Special Services (TSS):** regularly attend meetings in order to share SW priorities and initiatives, seek feedback and identify partnership opportunities between TSS Directors and Social Workers

- **Core Values: Model AF Core Values including creating a network of schools that serve ALL children**

Skills and Characteristics

- Exceptional clinician in his/her own right, who achieved student achievement and experience outcomes and served as a model or clinical leader for other social workers within their school, network or district
- Exceptional personal organization and ability to manage multiple workflows
- Experience leading other adults (e.g. coaching, leading school wide initiatives, etc.)
- Experience writing and delivering professional development to adults
- Exceptional ability to communicate, listen and collaborate across difference
- Remarkable demonstration of self-awareness and application of consistent self-reflection in service of enhancing clinical work with SWs, students, families as well as building stronger relationships with team and staff across the network
- Focused on results – a flexible thinker who understands the chief metric is student achievement and experience
- Knowledge of special education, clinical supervision, adaptive leadership and program development and management
- Specific experience in safety assessments, crisis intervention and management, systems theory, evidence-based clinical interventions, trauma-informed practices and providing behavioral supports
- Commitment to the Achievement First mission and educational model

- Maturity, humility, strong work ethic, sense of humor and roll-up-my-sleeves attitude

Educational Background and Work Experience

- Graduate degree in Clinical Social Work, Clinical Counseling or equivalent field of clinical study
- LCSW or equivalent clinical licensing in field of study
- At least four years of highly effective school-based social work experience demonstrating a strong track record of results
- At least two of those years include school leadership experience (e.g. coaching, leading school wide initiatives, etc.)

This position will require occasional travel (approximately 1-4 nights away per month) and candidates must be willing to work nights and weekends when necessary.

Reporting: The Director of Social Work reports directly to the VP of Special Services.

To Apply:

Interested applicants should send a resume and letter of interest to:

Christina Braganza (christinabraganza@achievementfirst.org) and Erica Warshawer (ericawarshawer@achievementfirst.org).

Achievement First is an equal opportunity employer and people from all diverse backgrounds are strongly encouraged to apply. We place particular emphasis on recruiting individuals who share the racial or socio-economic backgrounds of the students we teach, 90% of whom are Black or Latino. Learn more about diversity at Achievement First here: <http://www.achievementfirst.org/about-us/diversity/>.