

**VACANCY ANNOUNCEMENT**

AN EQUAL OPPORTUNITY EMPLOYER

February 14, 2025
















HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

**SCHOOL SOCIAL WORKER – GRANT FUNDED**  
**Havre de Grace Elementary School**

School social workers assist students with academic learning by providing strategic services that identify and address the social-emotional-environmental issues that interfere with the educational process. Working with parents/guardians, teachers, school principal/principal’s designee, and community based resources, the school social worker implements strategies that promote students’ positive school adjustment and performance.

**ESSENTIAL DUTIES  
AND  
RESPONSIBILITIES  
MAY  
INCLUDE**

*These items are intended only as examples of the various types of job duties to be performed; specific position assignments will vary depending on the needs of the department. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.*

-  Identifies and assesses academic problems through analysis of factors impinging on student adjustment including factors in the home, school, and community.
-  Serves as a liaison between families and the school to positively promote collaborative processes in educational planning for students by encouraging parent/guardian participation in the school setting.
-  Determines and implements appropriate therapeutic strategies to affect changes in behavioral –social interactions of students and their families.
-  Provides individual and group therapeutic counseling to students and their families.
-  Provides parent/guardian educational workshops on identified issues related to child development, stress reduction, discipline and safety, and teacher/parent/student communication.
-  Collaborates with school staff and other school system personnel in implementing strategies to promote student learning.
-  Participates as a member of the Student Services Team, and other school based teams to develop interventions for promoting students’ academic success.
-  Serves on both school-based and system-wide committees to address educational issues, adjustment problems, safety issues, and program development for students.
-  Provides crisis intervention support services.
-  Provides social work case management for students and families.
-  Provides staff consultation on behavioral-emotional-environmental issues affecting student participation in the learning process.
-  Conducts staff development on issues related to social-emotional-environmental factors that impact learning.
-  Develops programs to address parent/guardian participation in the school and student engagement in the educational process.
-  Conducts classroom meetings, psycho-educational social skills groups, and classroom presentations on identified areas of concern for the students.
-  Maintains required clinical records and submits appropriate documents for statistical reports with adherence to program standards in school social work.

## SALARY

- Conducts home visits related to establishing communication and positive connections between the parent/guardian and school setting around identified issues.
- Serves as liaison with community agencies and assists in fostering communication between schools, parents/guardians, and community leaders.
- Locates and mobilizes community resources to support the educational program.
- Attends meetings and professional development activities as required.
- Performs other work-related duties as assigned.

- This is a full-time ten-month position. Salary range based on the FY 2024-2025 HCEA Salary Schedule for Certificated Teachers. Starting Salary: \$60,627– Maximum Earnings Potential \$110,577.
- Full salary schedules can be found at the bottom of the Current Vacancies webpage <https://www.hcps.org/departments/humanresources/vacancies.aspx>
- HCPS offers an expansive benefits package including individual and family medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
- For a complete list of benefits, please visit the Employment Benefits section of the Human Resources webpage: <https://www.hcps.org/departments/HumanResources/Default.aspx>
- For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the HCEA Negotiated Agreement: <https://www.hcps.org/boe/collectivebargaining.aspx>
- FLSA: Exempt

## TRAINING AND EXPERIENCE REQUIRED

- Master's degree in social work from an accredited college or university.
- Hold or be eligible for a valid Maryland State License as a Licensed Master Social Worker (LMSW) or Graduate Social Worker (LGSW), Licensed Certified Social Worker (LCSW); or Licensed Certified Social Worker- Clinical (LCSW-C); additional coursework may be required related to special education.
- Five years of successful experience as a social worker preferred.
- School-based experience preferred.
- Demonstrated leadership skills.
- Excellent written and oral communication skills.

## HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at [www.hcps.org](http://www.hcps.org). If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

## DEADLINE

Online employment applications will be accepted until filled.

*The Board of Education of Harford County is committed to providing an inclusive and welcoming environment for all employees and applicants. We adhere to the principles of equal opportunity in all aspects of employment and do not discriminate on the basis of race, color, national origin, sex (including pregnancy and related conditions, sexual orientation, and gender identity), religion, disability, age, genetic information, or any other characteristic protected by applicable federal, state, or local laws.*

*In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin,*

*religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.*

*Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or [TitleIX@hcps.org](mailto:TitleIX@hcps.org). Inquiries related to your rights under Title VI or Title VII can be directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or [Renee.McGlothlin@hcps.org](mailto:Renee.McGlothlin@hcps.org). Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.*

**AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE**