# Psychologist (12-month or 10-month/20 summer days)

**SUMMARY DESCRIPTION OF CLASSIFICATION:** Under direction, psychologists receive and respond to requests for psychological services; provide interventions and instructional supports to develop students' academic, social, emotional, developmental, and life skills; provide direct and indirect services for students, families, and schools; and work with families, school administrators, educators, and other professionals to create supportive learning and social environments. Psychologists regularly participate on problem-solving teams, including Collaborative Problem Solving, Educational Management, Section 504 and Individualized Education Program (IEP) teams. Under direction, psychologists engage in collaborative problem solving; develop functional behavior assessments; deliver instructional and behavioral interventions; and conduct psychological assessments for educational purposes. Psychologists provide preventive and responsive services including psychological counseling for students and program consultation to educators serving MCPS students. Psychologists provide consultation and services to families with referral to available resources in MCPS and the community at large; collaborate with public and community agencies and personnel serving MCPS students; deliver parent training and in-service training for staff, and attend in-service training and professional development.

## MINIMUM QUALIFICATION STANDARDS

**KNOWLEDGE, SKILLS, AND ABILITIES:** Has a thorough knowledge of nationally recognized professional domains of practice for school psychologists, including (1) data-based decision making and accountability, (2) varied models of consultation, communication, collaborative problem-solving (including active listening skills) and counseling, (3) interventions and instructional supports to develop academic skills and promote learning, and (4) interventions and strategies to promote social and emotional functioning and mental health. Demonstrates advanced skills and abilities in gathering and using behavioral data to monitor student progress and outcomes of psychological services. Has advanced knowledge of: - biological, cultural, developmental, and social influences on behavior and learning; - individual differences, abilities, disabilities, and other diverse student characteristics; - principles related to diversity factors for children, families, and schools; - research design, statistics, measurement, varied data collection and analysis techniques, and program evaluation sufficient for understanding research and interpreting data in applied settings; - ethical, legal, and professional standards; - school and systems structure; general and special education; and evidence-based school practices that promote learning and mental health; - principles and research related to resilience, social and emotional learning, multi-tiered prevention and intervention; and, - strategies to develop collaboration between families and schools.

**EDUCATION, TRAINING, AND EXPERIENCE:** Masters and advanced graduate specialist degree in school psychology, or doctoral degree in school psychology from an accredited college or university.


**PHYSICAL DEMANDS:** (Special requirements such as lifting heavy objects and frequent climbing.) Some lifting may be necessary to carry test kits up to 20 pounds. Some stair climbing may be necessary to access school buildings.

**SPECIAL REQUIREMENTS:** (Frequent overtime or night work required, etc.)

**OVERTIME ELIGIBLE:** No
EXAMPLES OF DUTIES AND RESPONSIBILITIES:

- Demonstrates positive, collaborative problem-solving orientation with students, parents and guardians, educators, administrators, community members, and colleagues.
- Provides core services including prevention, consultation, intervention, assessment, and counseling.
- Services include, but are not limited to, conducting observations, collecting data, reviewing student records, conferring with teachers and parents, interviewing students, conducting functional assessments, counseling (individual and group), planning behavior interventions, and conducting in-services and professional development. These core services are adapted to the particular needs of each student, situation, and setting.
- Conducts comprehensive psychological assessments (e.g., all of the above as well as administration and interpretation of psychological and educational instruments).
- Completes written psychological reports for individual students in accordance with MCPS Regulation JHE-RA, Psychological Assessment.
- Routinely gathers evidence of positive outcomes resulting from psychological services delivered to students, school personnel, and parents.
- Fulfills mandates of federal and state law and the expectations of the MCPS Board of Education and school system leadership.
- Completes functional behavior assessments, develops behavior interventions plans, and collaborates with teams to gather data and monitor progress.
- Provides psychological counseling and behavioral interventions, and gathers data to monitor student progress. Participates positively and effectively on grade-level, team, school- and district-level meetings.
- Supports school-level efforts such as serving as: coach for school-level Positive Behavior Interventions and Support (PBIS) team, trainer for school-level crisis intervention team; or member of school improvement team or subcommittee.
- Makes appropriate referrals to resources to facilitate educational and behavioral interventions recommended for student success.
- Receives and reviews available developmental information from school and outside resources about student behavior(s) and selects evidence-supported or evidence-based psychological interventions.
- Accurately administers, scores, and interprets psychological measures of intelligence, personality, behavior, achievement, adaptive functioning, and developmental maturity.
- Delivers crisis response and intervention services to students, families and staff, when needed.
- Participates in mediations, administrative reviews, hearings and due process proceedings, as needed.
- Participates in disciplinary proceedings: expulsions, manifestations, and causation meetings.
- Performs related work and other duties as required.

This description may be changed at any time.