

WHO WE ARE

The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, serving more than 57,000 students who speak more than 44 documented languages across 132 schools in the city of San Francisco every year. We aim for every student who attends SFUSD schools to discover his or her spark, along with a strong sense of self and purpose. Our goal is that all students graduate from high school ready for college and career, equipped with the skills, capacities and dispositions outlined in [SFUSD's Graduate Profile](#). Every day in our quest to achieve this mission we provide each and every student the quality instruction and equitable support required to thrive in the 21st century.

WHAT IT MEANS TO WORK HERE

When you join our team at SFUSD you can expect to be part of an inclusive, innovative and equity-focused organization that approaches public education as a social justice movement, requiring broad collaboration across an array of strategic partners. In 2014, SFUSD created an inspiring statement, [Vision 2025](#), which captures our aspirations and vision for the future of public education in San Francisco. Alongside the District's strategic plan, [Transform Learning. Transform Lives.](#) SFUSD is reimagining how public education will change over the next decade to meet the dynamic future of San Francisco. As a [CORE district](#), SFUSD is also a leader in critical systems change for more comprehensive school accountability and innovations that help strengthen the instructional core, which is the foundation of our strategic plan and Vision 2025.

WHO WE WANT

We want talented people with diverse backgrounds and experiences, who are inspired by our mission steeped in equity, and who are motivated to unleash our children's potential. We want people who are strong collaborators, skilled communicators, and problem solvers comfortable in a community of continuous learning.

- Bicultural, bilingual desired

ESSENTIAL DUTIES AND RESPONSIBILITIES

In accordance with the California Standards of the Teaching Profession, teachers work under the supervision of site or central office administrators and in collaboration with their school staff, families and community and are responsible for the fulfillment of the essential duties set forth below:

1. School Climate and Systems Work

Provide a mental health perspective to (a) enhance school climate and (b) build, sustain, and integrate service-delivery systems in collaboration with the school community of students, staff, families, and service providers.

1.1 School-wide Needs Assessment

Assess current status of needs and resources of school community to inform program implementation; consult with teachers, administrators, staff, and parents regarding social and emotional needs of students (CCTC School Social Work credential authorization).

1.2 Coordinated Multi-Disciplinary Student Support Structures

Coordinate and/or participate in coordinated multi-disciplinary student support structures including the Student Assistance Program (SAP) and Behavioral Response to Intervention (RtI) team.

1.2.1 Coordinate and/or participate in the SAP to identify student needs and create intervention plans in accordance with the procedures and documents outlined in the SFUSD SAP manual.

1.2.2 Utilize a Response to Intervention framework to guide service delivery. Lead school site efforts to integrate the Student Assistance Program, Student Success Team, and Behavioral Response to Intervention frameworks to best support student needs, ensuring data driven decision making, fidelity of interventions, and progress monitoring to evaluate effectiveness of interventions.

1.3 Relationship-Building and Collaboration

Build and maintain positive relationships externally between the school, families and other community members and internally among students and staff.

1.3.1 Liaise with community-based services to strengthen and sustain school-based supports.

1.3.2 Collaborate with other SFUSD professionals to provide health, nutrition and wellness initiatives, including but not limited to school district nurses, school counselors, and classroom teachers.

1.3.3 Promote understanding of familial, cultural, and community factors that affect students' experience at school (CCTC School Social Work credential authorization).

1.4 Staff Professional Development and Parent/Caregiver Training

Develop and provide training to school community on social and emotional factors that impact students' learning (NASW SSW Standard 10).

1.5 Crisis Response

Respond to school-wide crises

1.5.1 Act as an ongoing member of the school site crisis response team.

1.5.2 Consult with administrators regarding planning and implementation of district crisis response protocol as outlined in the SFUSD School Crisis Response Manual.

1.5.3 Support school community in the event of individual or school-wide crises.

1.6 Student Attendance

Collaborate with school staff and the Pupil Services Office to develop and implement student attendance improvement strategies that include family involvement.

2. Mental Health Assessment and Intervention Services

Work in collaboration with school community to provide mental health assessment and intervention services from a strengths-based ecological perspective (NASW SSW Standards 12, 13).

2.1 Individual Student Supports

Provide support for individual students

2.1.1 Assess home, school, personal, and community factors that may affect a student's learning, which may include observations of student in school and home settings, and a review of educational records and academic work (CCTC School Social Work credential authorization).

2.1.2 Provide case management, which is defined as organizing, coordinating, and sustaining activities and services designed to optimize the functioning of students and/or families (NASW SSW Definitions).

2.1.3 Provide short-term, goal-oriented individual mental health interventions when social-emotional needs impact academic learning or ability to participate in school day; facilitate connection to more extensive services if determined necessary.

2.1.4 Provide direct individual crisis response interventions (i.e. suicide assessment, Child Crisis consultation, Child Protective Services reporting, etc.).

2.2 Mental Health Groups

Facilitate mental health and/or psycho-educational support groups for students

2.3 Student Success Team (SST) Process

Assist in coordination and facilitation of SST meetings, in accordance with procedures and documents outlined in the SFUSD SST manual.

2.4 Teacher Consultation

Consult with teachers and staff to develop optimal classroom learning environments for students; work in collaboration to develop behavior plans and support classroom management (CCTC School Social Work credential authorization).

2.5 Special Education Support

Collaborate with Special Education Department to:

2.5.1 Support coordination and implementation of on-site behavioral and mental health-related services.

2.5.2 Document pre-referral behavioral and mental health interventions, including progress monitoring data, to inform the referral process for assessment that determines eligibility for special education services.

3. Department and District Responsibilities

Perform additional professional duties/responsibilities. Adhere to procedures according to specific guidelines and professional and ethical standards.

3.1 Professional Development

Advancement of the Profession Strengthen professional skills and contribute to advancing the professional community.

3.1.1 Attend and/or facilitate meetings, workshops and professional development for SSWs.

3.1.2 Engage in consultation to refine clinical skills; enhance cultural competency and reflect upon ethical considerations (NASW SSW Standard 3).

3.1.3 Provide on-going training and supervision of master's level interns as needed.

3.1.4 Use evidence-based research and evaluation data to inform practice (NASW SSW Standard 17).

3.1.5 Understand and stay informed of current relevant policies, laws, court decisions, legislation, rules and regulations (NASW SSW Standard 8).

3.1.6 Maintain adequate safeguards for the privacy and confidentiality of information within district and professional guidelines (NASW SSW Standard 7).

3.2 Coordinate Programs

Coordinate district programs and deliver curricula assigned to SSWs satisfying any additional requirements of grants (i.e. Mentoring for Success, Youth Outreach Workers, etc.).

3.3 Liaison Roles

Serve as liaisons for Foster Youth Services, Families and Youth in Transition, and LGBTQ Support at school site as needed.

3.4 Department Requirements

Comply with required SFUSD employee expectations, procedures, and documentation

3.4.1 Maintain accurate data relevant to planning, management and evaluation (NASW SSW Standard 11); complete daily service logs.

3.4.2 Attend required meetings (e.g., monthly SSW staff meetings, MAA, mandatory trainings).

3.4.3 Perform additional duties as needed

The length of the work year for all teachers is 184 days of service, except department heads and deans/head counselors have 189 days of service. Principal expectations vary by school site. You may access and read individual school profiles and academic plans at the following link: www.sfusd.edu/schools.

MINIMUM QUALIFICATIONS

1. Master's Degree in Social Work and CA PPS credential in School Social Work
2. Experience coordinating and knowledge of comprehensive support systems in schools
3. Experience providing case management, facilitating support groups, and delivering mental health interventions in a school setting
4. Excellent communication and interpersonal skills, experience working with multidisciplinary teams in an educational setting
5. Ability to organize time, energies, and workloads in effective and efficient manner (NASW Standard 2)
6. Multi-cultural competency
7. Knowledge and experience with computers, including: Word processing, databases, and internet access

WHAT WE OFFER

SFUSD is committed to attracting and retaining the best educators in the nation. Benefits of teaching in San Francisco include:

- Competitive salaries determined by experience, education level, and credentials
- Comprehensive medical, vision, and dental insurance for teachers and their eligible dependents
- City and state programs for housing assistance:
- Teacher Next Door Program: <http://sf-moh.org/index.aspx?page=287>
- Extra Credit Home Purchase Program:
<http://www.treasurer.ca.gov/cdlac/applications/applications.asp?app=ecthpp>

- Additional salary stipend of \$5000 for National Board Certified teachers
- Additional salary stipend of \$2000 for credentialed teachers teaching in high need schools and a \$1000 stipend for teachers teaching high need subject areas

HOW TO APPLY

- Go to: www.sfusd.edu/jobs
- Create an account and complete an application.
- Go to the “Apply to Jobs” tab to view and apply for specific openings.

Please check back often to connect your application to specific openings as they are posted. Applicants will be contacted based on the needs of the district. For more information about careers at SFUSD, please visit www.sfusdjobs.org. For more information about SFUSD’s mission and Strategic Plan please visit www.sfusd.edu. For other questions, contact us at teach@sfusd.edu.

San Francisco Unified School District is an equal employment opportunity employer committed to maintaining a non-discriminatory work environment. SFUSD does not discriminate against any employee or applicant for employment on the basis of race, color, religion, sex, national origin, age, disability, veteran status, marital status, sexual orientation, or any other characteristic protected by applicable law.