

# Student Support Staffing:

## *School Division Positions in Support of Student Safety*

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## Expected Student Support Outcomes

- Reduction of at-risk behaviors
- Improved:
  - Academic achievement
  - Behavior or social skills
  - School attendance
  - School climate
  - Wellness behaviors



## School Counselor

### Duties

- Collaborate with staff and parents on early intervention and intervention of children's academic and social/emotional needs, to remove barriers to learning and to develop skills and behaviors critical for academic achievement
- Teach knowledge, attitudes and skills students need to acquire in academic, career and social/emotional development

### Average Salary

- \$53,500

### Credentials

- Board of Education license with School Counseling endorsement
- **This is the only state-mandated student support position.**



## School Psychologist

### Duties

- Assess whole-child functioning to identify learning and mental health needs
- Provide direct support and interventions to students to improve academic achievement and promote positive behavior and prosocial skills, social-emotional learning, and mental wellness
- Provide crisis prevention and intervention services
- Promote safe and positive school climates by planning, developing, implementing, and monitoring systemic supports; such as bullying prevention, social-emotional learning, PBIS, and restorative practices

### Average Salary

- \$53,500

### Credentials

- Board of Education license with School Psychology endorsement



## School Social Worker

- Duties**
- Assess students for safety, support systems, and barriers to learning to guide school-based services
  - Strengthen family-school-community partnerships by connecting families with community resources; facilitate families' understanding of student's learning and mental health needs, and assist student transition between school and community programs
  - Facilitate professional development and support to school staff, families, and community partners on the promotion of mental health and wellness, family engagement, and challenging behavior
- Average Salary**
- \$55,000
- Credentials**
- Board of Education license with School Social Work endorsement



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## School Nurse

- Duties**
- Provide direct care needs of students, including medication administration and routine treatments and procedures
  - Provide health education to staff, students and their families to promote physical and mental wellness
  - Coordinate student healthcare between the medical home, family, and school
- Typical Salary**
- \$40,000 - \$49,000
- Credentials**
- Board of Nursing Licensed Practical Nurse (LPN) or Registered Nurse (RN) credential



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# Additional Student Support Options



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## Student Assistance Counselor

### Duties

- Develop and implement group or individual supports for students concerning drug and alcohol use prevention, intervention, and rehabilitation
- Referral, case management, and re-entry support for students referred for community-based treatment services

### Credentials and Qualifications

- No state credential
- Typically, school divisions require a Board of Education School Counselor, School Psychologist, or School Social Worker credential.
- Some school divisions also may require a Board of Counseling Substance Abuse Counselor certification



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## Behavior Intervention or PBIS Specialist

### Duties

- Provides leadership and direction in schools to design, implement, coordinate, and evaluate comprehensive behavior support programs
- Works directly with identified students to help them adopt behaviors that substantially increase academic performance and social success

### Credentials and Qualifications

- No state credential
- Typically, school divisions require a Board of Education teaching endorsement
- Should have experience conducting Functional Behavioral Assessments and developing Behavioral Intervention Plans in collaboration with school staff and families



## Mental Health Support Specialist

### Duties

- Supports mental health services by consulting with school-based staff on behavioral and therapeutic interventions for students
- Assists with the development of Functional Behavioral Assessments and Behavioral Intervention Plans
- Provides professional development regarding strategies to promote social, emotional, and behavioral functioning of students

### Credentials and Qualifications

- No state credential
- Typically, school divisions prefer a Board of Education Pupil Personnel Services License
- Experience in providing therapeutic youth mental health services



## Student Wellness Integrator

### Duties

- Oversees student wellness policies and practices to improve student learning and health
- Integrates and coordinates programs addressing health and physical education, physical activity, nutrition, health services, social and emotional climate, counseling, physical environment, and family and community engagement

### Credentials and Qualifications

- No state credential
- Typically, a Board of Education Health and Physical Education endorsement required
- Should have knowledge of needs analysis and research evaluation techniques

## Other Opportunities for Student Support

- Stronger partnerships between divisions and Community Services Boards
- Therapeutic day treatment
- Restorative justice specialists
- Anti-bullying programs

# Discussion

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