



POSITION DESCRIPTION

COLLEGE PSYCHOLOGIST

Context

Rosebank College, Five Dock, is a Good Samaritan, Benedictine, Catholic co-educational school committed to the successful integration of e-learning and innovative pedagogy across the Curriculum for Years 7 to 12.

Rosebank College belongs to the community of ten schools across Australia called Good Samaritan Education (GSE). Established in 2011 by the Sisters of the Good Samaritan, GSE schools offer quality Catholic education in the Good Samaritan Benedictine tradition. Rosebank is guided by the Good Samaritan Philosophy of Education and shaped by its commitment to the values of our spiritual tradition, including stewardship, mutuality, prayer, hospitality, humility, discernment, justice and peace. The College is committed to developing students who will engage with today's world as grounded, hope-filled young people who are equipped to lead wisely, to listen deeply and to treat their neighbour and their environment with justice, love and the compassion of Christ.

Rosebank College is incorporated and governed locally by a Board of Directors who are accountable through the Company Members to GSE.

Core Role Purpose & Accountability

The role of the College Psychologist is to promote academic success, positive psychological health, and social and emotional wellbeing. This is achieved through a collaborative approach by supporting and advising students, staff, and parents in dealing with the various dimensions of adolescence, school, and family life.

The College Psychologist reports directly to the Head of Counselling and Dean of Pastoral Care and is a member of the Pastoral Leadership Team. This role provides the Pastoral Leadership Team with advice and information on professional matters regarding student welfare, supporting their work in the just and compassionate management of student wellbeing.

Hours of Work

8.00am – 4.00pm (term time only - 40 working weeks per year - pay averaged across school holidays). Note: At times, meetings may be scheduled beyond hours of work

The College may vary this Position Description, in response to the changing needs of the organisation.

Role Responsibilities

The College Psychologist is involved in a three-tiered approach of service delivery; direct, indirect, and whole school. Specific responsibilities of the College Psychologist include:

Conducting Psychological Duties by:

Planning and providing evidence-based assessment and interventions (including counselling, therapeutic support and programs for individuals and groups) for a range of mental health, emotional, academic and family issues. This involves:

- Experience and competence with individual psychological therapy, including a range of evidence-based therapies (e.g., CBT, IPT, DBT, etc.).
- Familiarity and experience with evidence-based group programs for mental health issues and resilience building.
- Delivery of system level programs for students (e.g., transition programs, peer support, study skills, remedial, etc.).
- Facilitating small group preventative and proactive programs for students (e.g. social skills and anger management).

Planning evidence-based interventions in collaboration with other staff, relevant professionals and parents. This may involve:

- Communication and planning evidence-based interventions with school staff.
- A good knowledge and understanding of diversity of the student population and school community (e.g., CALD, ATSI, disadvantage, disability, giftedness etc.) and principles and practices for inclusion.
- Ability to coordinate and participate in a multidisciplinary team.
- Developing interventions to facilitate the educational services provided to students.
- Communication and planning evidence-based interventions with parents.
- Writing reports and professional letters.
- Liaison with external professionals and agencies.
- Developing links with relevant community agencies.
- Referring parents and students to professionals or agencies as needed.
- Advocating for students with special needs and other issues.

Participating as a member of School Staff and providing psychological input to the development, implementation and evaluation of school or system learning programs, goals and outcomes. This will involve:

- Attending administrative meetings (school staff and colleagues) as appropriate to the role.
- Contributing to school level policy input, e.g. behaviour, student wellbeing, supportive school community strategies.
- Developing interventions to assist students at points of transition.
- Participating in relevant curriculum development as requested.
- Participating in the life of the school community as required, within the limits of ethical boundaries.

Providing professional learning and information to build the capacity of schools and families to improve students' learning and developmental outcomes. This may involve:

- Providing advice to principal and senior staff regarding management of individuals, groups or events
- Providing and facilitating professional learning and information for teaching staff

- Providing professional learning and information to parents
- Writing items for the school newsletter on relevant issues.
- Clearly articulating the role of the School Psychologist, including ethical boundaries to the staff and broader school community.

Responding to and assisting schools and the organisation in their response to critical incidents and emergencies. This can require:

- Knowledge of current evidence on management of traumatic incidents
- Participation in the development and review of school policies and plans for critical incident response
- Assisting with school wide management of, and response to, critical incidents and emergencies
- Providing individual and group support to students and families
- Liaison with external service providers where necessary
- Advising and supporting school staff and parents with managing their own responses

Collecting, collating and maintaining student information and records to meet legislative and system requirements to inform research and policy development, such as:

- Keeping and maintenance of individual records, files and notes
- Collection, collation and maintenance of practice related data, e.g. caseload demographics, outcome measures
- Maintaining an awareness of school community issues and events which may impact on the school, and work with staff to manage such.
- Informing the Principal and senior staff regarding current referral issues and suggest strategies to manage these.

Maintaining professional competence and continued professional learning, through:

- Familiarity with PsyBA mandated APS Code of Ethics and Guidelines.
- Continuing professional development.
- Peer consultation.

Contributing to the Implementation of the College's Vision and Mission by:

- Supporting perspectives which are consistent with the Catholic ethos of the College.
- Participating in and supporting the wider life of the College by involvement in events such as Carnivals and Picnic Days.
- Participating in the liturgical life of the school.
- Providing a service which is consistent with the Mission, Vision and Good Samaritan ethos of the College.
- Upholding the Benedictine value of service to others in community.

Developing the College Learning Community by:

- Supporting teaching staff in the management of students with emotional and behavioural problems.
- Supporting and collaborating with teachers to deal effectively with student needs.
- Providing supervision for Psychology interns.
- Delivering wellbeing interventions and programs, staff support and professional development in the educational and psycho-social development and mental health of children and young people.

Providing Organisational Leadership by:

- Providing a service to students which conforms to professional standards regarding confidentiality and ethics.
- Adhering to the mandatory procedures for notification regarding Child Protection matters.
- Maintaining student records which conform to professional standards.
- Providing referrals to students and their families as required.
- Supporting the principles and standards identified for the Delivery of School Psychological Services, The Australian Psychological Society Ltd 2000.
- Supporting and collaborating with the Pastoral Leadership Team by providing resources and participating in the development of programs for the active promotion of student wellbeing.
- Providing reports which outline (in non-identifying terms) the numbers of students seen and general trends in the concerns presented.
- Maintaining clear and timely communication as required, and adhering to College procedures for referral, access and notification.
- Acting, as necessary, to provide information to the Heads of the appropriate schools when relevant issues relating to risk management arise.
- Understanding of the policies and procedures that guide the effective management of critical incidents in school communities.

Other appropriate duties as assigned by the Principal.

ROSEBANK COLLEGE MISSION STATEMENT

We encourage a love of Christ, stewardship, hospitality, compassion, and service working in partnership with our families, our staff, and the broader community.

As a Catholic community, we give strong witness to our role as advocates of equity, diversity, and justice. As a local community, we strive to support programs and partnerships focused on collaboration, giving, service, and care. As global citizens, we respond critically and intelligently to our changing world, its demands, and the educational and personal challenges of our students. We commit to sustainability and environmental responsibility.

OUR VISION

Rosebank's Vision is to be a community of faith for all to realise their full potential through personal leadership and lifelong learning.

We strive to develop leaders committed to personal excellence who:

- Nurture the importance of self-leadership and leadership of others.
- Embrace opportunities with agility and imagination.
- Respond with empathy and act with determination and compassion.
- Accept humility and service as a source of strength to empower others.
- Act as brave and critical thinkers who persevere with challenges.
- Advocate with moral courage for the good of others and our environment.

Updated: June 2023

Version: 1.2