



Courage in Wisdom | Hope in Love

Job Description

Title:	School Psychologist
Reports to:	Principal
EBA/Award:	South Coast Baptist College Operational Agreement 2024
FTE:	FTE Negotiable
Employment Type:	Contract

Position Summary

The K-12 College Psychologist offers expert advice and support to both students and staff, focusing on mental health and wellbeing, student behaviour, and learning support.

Specialized expertise encompasses psychological assessment, intervention, and consultation at individual, group, and whole-college levels.

Support and services are provided in the following areas:

- Behaviour management.
- Learning and motivation.
- Mental health and wellbeing.
- Emergency and critical incident response.

Job Description

1. Undertake educational and psychological assessment and diagnosis in areas of child and adolescent development as required. This may include:
 - Conducting psycho-educational assessments using intellectual and ability assessment tools, clinical measurements, clinical interviews, and observations.
 - Making diagnoses by analyzing and synthesizing multiple measures and information, using diagnostic criteria from the DSM-V or ICD-10.
 - Demonstrating knowledge, experience, and understanding of developmental disabilities.
 - Displaying a clear understanding of normal and abnormal child and adolescent development.
 - Performing psychological assessments of mental health issues using clinical measures, interview skills, observations, and information from various sources.
 - Applying knowledge and understanding of mental health disorders and their impact on child and adolescent development.
2. Provide psychological counselling, therapy, and programs for individuals and groups addressing a range of mental health, emotional, and family issues. This involves:
 - Demonstrating experience and competence with individual psychological therapy, including evidence-based approaches (e.g., CBT, IPT).
 - Familiarity and experience with evidence-based group programs for mental health issues and resilience building.
 - Offering support and advice on system-level programs for students (e.g., transition programs, peer support, study skills, remedial programs).



- Facilitating small group preventative and proactive programs for students (e.g., social skills training, anger management).
3. Plan evidence-based interventions in collaboration with staff, professionals, and parents. This may involve:
 - Communicating and planning evidence-based interventions with College staff.
 - Demonstrating knowledge and understanding of the diversity within the student population and College community (e.g., CALD, ATSI, disability, giftedness) and inclusion principles.
 - Participating effectively as a member of a multidisciplinary team.
 - Developing interventions to support educational services for students.
 - Engaging in communication and planning with parents.
 - Writing professional reports and letters.
 - Liaising with external professionals and agencies.
 - Building links with community agencies.
 - Referring parents and students to professionals/agencies as needed.
 - Advocating for students with special needs and other issues.
 4. Participate as a member of College Staff and provide psychological input as needed. This involves:
 - Attending relevant administrative meetings.
 - Contributing to College policy development (e.g., behaviour, student wellbeing, supportive community strategies).
 - Developing interventions for student transitions.
 - Participating in curriculum development as requested.
 - Engaging in the life of the College community within ethical boundaries.
 5. Assist in responding to critical incidents and emergencies. This can require:
 - Demonstrating knowledge of current evidence on managing traumatic incidents.
 - Participating in the development and review of College policies for critical incident response.
 - Assisting in managing and responding to critical incidents and emergencies College-wide.
 - Providing individual and group support to students and families.
 - Liaising with external service providers when necessary.
 - Advising and supporting staff and parents on managing their responses.
 6. Collect, collate, and maintain student information and records to meet legislative and system requirements and support research and policy development, including:
 - Keeping and maintaining individual records, files, and notes.
 - Collecting and managing practice-related data (e.g., caseload demographics, outcome measures).
 - Maintaining awareness of community issues and events that could impact the College and collaborating with staff on management strategies.
 - Informing the Dean of Wellbeing and senior staff about current referral issues and suggesting management strategies.
 7. Maintain professional competence and continued learning. This includes:
 - Familiarity with the PsyBA-mandated APS Code of Ethics and Guidelines.
 - Participating in ongoing professional development.



- Engaging in peer consultation.

Selection Criteria

The following selection criteria are essential to achieve the desired outcomes of this position. Applicants should provide evidence of their ability to transfer knowledge and skills effectively to meet these outcomes.

- Demonstrated ability to implement psychology services and programs in an educational environment to maximize student learning outcomes.
- Demonstrated knowledge of implementing and evaluating various psychological approaches suitable for individual, group, and system-level interventions.
- High-level written and oral communication skills, including the capacity to produce correspondence, reports, case notes, and conduct interviews.
- Strong interpersonal skills that reflect the ability to work both independently and collaboratively as part of a multidisciplinary team, engaging effectively with students, College staff, and inter-agency partners across various contexts.
- Demonstrated ability to apply analytical and conceptual skills for identifying issues, conducting risk assessments, developing interventions, and evaluating outcomes. This includes proficiency in conducting, interpreting, and reporting on psycho-educational assessments.

General Requirements

- To have a personal faith and commitment to the Lord Jesus Christ.
- To actively be a part of a Church or Christian community and exemplify Christian beliefs, behaviour, and practices.
- To accept the College's Statement of Faith.
- Build co-operative and supportive relationships with the board, principal, staff, students and parents.
- Work to ensure personal best practice.
- Ensure that decision making is based on fact and is impartial and fair.
- Model the use of appropriate and proper channels of communication.
- Always act in the best interest of the College and its ethos.
- Commitment to maintaining a child-safe environment in line with the College's values and policies.
- Working With Children Card.
- National Police Clearance.
- Contribute to a safe and healthy workplace by:
 - Following OH&S instructions and policies
 - Reporting accidents and hazards



- Generally caring for own safety and that of others, including volunteers, students, and parents.
- First Aid certificate is desirable.

Other Matters

- This job description is comprehensive but not exhaustive. Duties may be varied at the discretion of the College, in consultation with the role holder.
- Responsibilities are carried out in accordance with relevant legislation, current College policies, guidelines, initiatives, and negotiated industrial awards and agreements. The College Psychologist adheres to the Psychology Board of Australia Code of Ethics and Guidelines.
- Relevant legislation includes the Health Practitioner Regulation National Law (WA) Act 2010, the School Education Act 1999, the Education Act Regulations 2000, and the Curriculum Council Act 1997.

Position Held By:	
Signed:	
Date:	