



Senior Director, Social Work & Wellness

Positions Report to: Superintendent/Chief Academic Officer

Start Date: July 6, 2021

Hours: Flexible based on school/programming schedule

Compensation: EHTP offers a competitive salary and comprehensive benefits package

FLSA Status: Exempt

Who We Are

East Harlem Tutorial Program (EHTP) began in 1958 as a children's reading group and has since grown into a multi-site after-school program for traditional public school students and a network of public charter schools, [East Harlem Scholars Academies](#). We are on track to serve at least 25% of East Harlem students by 2025, with enrollment for this year at approximately 2200 students in our schools and after school programs.

At EHTP we also aim to serve as an agent of change and thoughtfully contribute to the national fight for racial equity. Through our organization-wide commitment to anti-racism work, we prepare our scholars to effect change, challenge the status quo, and thrive in the world around them. As staff members, we face our own racial identities and conscious and unconscious biases. With this in mind, all of our professional development, curriculum, organizational materials, and processes are designed with a goal of racial justice. Read our racial equity statement [here](#).

We ground all of our work in racial equity, [in our core values](#), and in our four guiding pursuits: the Revolutionary Pursuit of Love, the Radical Pursuit of Knowledge, the Responsive Pursuit of Healing, and in the Relentless Pursuit of Results. These pursuits inform our current four key strategic priorities: to increase high-impact, high-quality academic curriculum, programming content, staff capacity, and coaching; to embrace and advance our use of technology; to deepen our embodiment of ethical and equitable radical humanity; and to efficiently operationalize teaching, learning, community, and care.

About the Opportunity

The Senior Director, Social Work (whole-organization lead social worker) is responsible for setting and managing a vision and team that ensures that all EHTP students develop the social-emotional skills necessary to succeed in school, community, and life. In collaboration with deputy superintendents, network directors of inclusive learning, and principals, this Senior Director, Social Work directs and supervises a team of experienced social workers in our schools and Out-of-School Time (OST) programs for the development, implementation, and evaluation of comprehensive approaches to the social, emotional, and academic growth of students. This Senior Director role oversees all social-emotional learning practices and interventions to support students, as well as the social and emotional health and literacy needed for families across the district. Informed by current research and best practices in the field, the Senior Director, Social Work is responsible for developing a strategic racial equity approach to the work, managing a team of social workers to their highest capacity [through weekly clinical supervision], aligning programming, measuring effectiveness, and facilitating professional development.

What Success Looks Like

Clinical Practice Coordination and Supervision

- Provide clinical supervision, continuous coaching, and professional development for four full-time *lead* social workers across our school sites and Out-of-School Time (OST) programs and interns, addressing evidence-based development of diagnostic, treatment, and intervention planning; processing any counter therapeutic personal issues; and/or resolution of ethical/legal issues
- Coordinate the implementation of proactive counseling programs at each campus that includes supports specific to student data and feedback from principals and program managers (ex. grief counseling, trauma counseling, and social anxiety)
- Plan and manage monthly clinical case conferences for the entire organization
- Conduct, rarely, individual and group counseling (both IEP and non-mandated sessions) that support the academic and behavioral philosophies of EHTP and Scholars Academies
- Lead, support, and model the use of non-violent crisis intervention across sites
- Conduct bio-psycho-social intakes and preliminary assessments and when appropriate, make referrals for psychological and psychiatric evaluations
- Support and participate with hiring (initial screening support, last round clinical interviews) of social workers; and with staff transitioning from LMSW to LCSW
- Critically evaluate IEP mandated counseling and support the transition/declassification process
- Ensure school-based counseling teams have the capacity to meet all IEP counseling mandates and associated requirements (e.g. progress reporting, encounter attendance)
- Develop whole-staff professional development with an emphasis on supporting teachers and school leaders with in-classroom response strategies
- Provide counseling and support for families, if needed

Network-level Leadership

- Develop and lead the continuous improvement of a racial-equity centered approach to the organization's vision, guiding pursuits, and strategic priorities for social work
- Progress monitor and improve the implementation of school-level and program-level social and emotional supports using data, e.g. Salesforce, Kickboard, and other platforms
- Develop social workers in collecting, analyzing, reporting, and using data to problem solve and identify interventions to support students and families
- Oversee ongoing professional learning for all school and program social workers around instruction and support, including but not limited to training on restorative practices, trauma-informed practices, culturally responsive care, and mental health
- Develop and lead organizational policies related to the intersection of social-emotional and academic development for students
- Forge and strengthen external community partnerships and trust with other school networks and academic programs within East Harlem and upper Manhattan, including colleges and universities, community-based programs, social work organizations, and community stakeholders
- Plan and lead monthly lead social worker and all-social workers meetings and huddles; and plan quarterly planning and review meetings with deputy superintendents, network directors of inclusive learning, and principals
- Be present in schools and programs, and work alongside school principals and programs managers to build positive relationships with families and students
- Plan and lead school workshops for students and families in order to support social and emotional development and proactively address issues

Who You Are

- You have at least 8+ years post-masters clinical experience in relevant educational positions
- You have at least 4+ years experience in supervising social workers, ideally within schools, education and/or other nonprofit organizations
- You have a race and equity lens that guides your work and efforts to think about social work as a practice, your role as a leader, and the impact of data in driving decision-making for students
- You have experience building teams and individuals at varying levels of experience through radically human and accountability-centered coaching
- You have a track record of exceptional clinical skills and experience providing and modeling how to provide crisis intervention and short-term treatment to children and their families
- You have experience planning and implementing professional development
- You enjoy and/or have experience working with diverse populations of students and communities
- You have demonstrated success in raising the social-emotional wellness and achievement levels of historically-marginalized student populations
- You are willing to be flexible in your role and adapt to school and student needs
- You are committed to continuous improvement and learning through professional development
- You hold yourself to high professional and ethical standards
- You have at least a Master's Degree and **appropriate LCSW certification**, required
- Spanish Bilingual, highly preferred

Thank you for taking the time to submit your application.