



Lead School Psychologist – Alternative Learning Settings

Position number	00041448
Agreement	School Education Act Employees' (Teachers & Administrators) General Agreement 2019 or as replaced
Classification	Lead School Psychologist
Reports to	Associate Principal
Direct reports	School Psychologist

Context

The Statewide Services Division is responsible for the central portfolios that deliver support services to students and schools across the State to improve educational outcomes for all students. This includes closely collaborating with regions to ensure there is a state-wide integration of support to schools and students delivered through regional networks, providing policy advice, allocating resources, and monitoring programs and services to ensure high standards.

The Alternative Learning Settings (ALS) program was established in early 2019 to target a cohort of students who had demonstrated signs of physical aggression and would benefit from a short-term, intensive intervention program. The ALS program delivers specialised activities and learning programs that build students' social skills and self-regulation abilities in environments designed to effect positive and lasting change in their behaviour. The program has the capacity to provide access to specialists such as paediatricians, clinical psychologists or consultation with psychiatrists. Each setting accommodates up to 10 students at any time who are provided with an intensive, individualised program of support while they continue their education. There is a strong focus on developing students' social skills and ability to self-regulate.

There are currently a number of ALS sites located in the metropolitan and regional areas of Western Australia (WA) and the initiative will be expanding over the next two years, resulting in an additional eight ALS sites across the state.

The Lead School Psychologist's practice is guided and directed by Departmental policies and guidelines and the Psychology Board of Australia's professional standards.

The position will be based at Statewide Services in Padbury and is professionally accountable to the Chief Psychologist.

Visit education.wa.edu.au to find out more information about the Department of Education.

Key responsibilities

- Provide leadership and access to professional support and learning for ALS school psychologists, including ensuring professional supervision for provisionally registered psychologists to achieve standards outlined in the Competency Framework for School Psychologists.
- Assure the quality of school psychologists' practice meets the professional standards of the Department and the Psychology Board of Australia.
- Lead in the provision of contemporary psychological practices.
- Ensure effective deployment of ALS school psychologists and access to specialist school psychology resources.
- Demonstrate exemplary skills and influences the system and the school psychology profession.
- Provide direct advice to the ALS staff and other department staff in the assessment and response to complex issues and situations, including emergency and critical incident management.
- Provide leadership in the development and implementation of appropriate programs, interventions and evaluations at the school community, network, regional and systemic level, including facilitation of systemic change.
- Provide critical evaluation on issues impacting on the ALS program.
- Ensure compliance with processes and procedures for monitoring, record keeping and reporting.
- Encourage and initiate consultative and collaborative intra and inter-agency partnerships.
- Monitor and manage staff leave entitlements to ensure accrued leave is cleared within a reasonable timeframe and in accordance with relevant awards, agreements and Departmental policy.
- Manage staff performance in accordance with the Public Sector Performance Management Standard and Departmental policy.

Selection criteria

The criteria align with Phase 3 described in the *Competency Framework for School Psychologists*.

1. Demonstrated highly-proficient skills and the application of scientific practitioner models that contribute to system-level understandings and decision making.
2. Demonstrated application of exemplary specialist knowledge and skills and the provision of leadership in the development of programs and interventions.
3. Demonstrated ability to clarify and communicate complex concepts and provide feedback and critical evaluation on the school psychology profession, system policy, direction and operation.
4. Demonstrated leadership of strategic partnerships to build capacity, influence systemic policy and undertake interventions and prevention programs.
5. Demonstrated leadership and engagement in a variety of professional activities that indicate critical self-reflection, flexibility, exemplary practice and the development of learning communities.

Eligibility and training requirements

Employees will be required to:

- obtain a current Department of Education Criminal Record Clearance prior to commencement of employment
- obtain or hold a current Working with Children Check
- hold an appropriate degree or equivalent qualification which entitles general registration with the Psychology Board of Australia (PsyBA); and
 - hold a recognised qualification in teaching (minimum one year); or
 - hold a Graduate Diploma in School Psychology (or equivalent); or
 - have undertaken a minimum placement of 40 days in the school education sector as part of higher degree studies in psychology; or
 - have worked a minimum of three years full-time (or equivalent part-time) as a school psychologist (or equivalent position).
- undertake travel throughout the state, including overnight stays in metropolitan and non-metropolitan locations and travelling in small aeroplanes to remote locations, as required
- hold a current and valid 'C' class drivers licence
- complete the Department's induction program within three months of commencement
- complete any training specific to this role required by Departmental policy
- complete the Department's training in Accountable and Ethical Decision-Making within six months of appointment.

Employees are required to have achieved Advanced Skills School Psychologist status for permanent appointment to this position.

Certification

The details contained in this document are an accurate statement of the responsibilities and other requirements of the position.

ENDORSED

Date 16 June 2021
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