

# School Psychologist

## St Mary's College Gunnedah

### St Xavier's Primary School, Gunnedah

[Click here to apply.](#) Applications close 7 December 2023

<b>Position level</b>	NSW and ACT Catholic Systemic Schools EA 2020 NSW Teacher - Salaries (Standards)
<b>Base salary range</b>	\$122,100 gross per annum (full-time)
<b>Reports to</b>	Principals
<b>Location</b>	St Mary's College (0.6) and St Xavier's Primary School (0.4), Gunnedah
<b>Employment type</b>	Full-time
<b>Employment status</b>	Permanent

#### About St Mary's College and St Xavier's Primary School, Gunnedah

**St Mary's College** is a Catholic co-educational secondary school serving the Gunnedah region in North-West NSW. With a population of around 460 students, St Mary's provides a holistic Catholic education in a caring and stimulating environment following the tradition of the Sisters of Mercy who founded the College in 1879.

St Mary's has always had a strong academic focus with many students progressing to university studies. An active Vocational Educational and Training program has also provided students with a successful pathway into apprenticeships and traineeships.

Cultural pursuits have always been a part of St Mary's and the band and choir prove very popular with students and parents. A comprehensive sporting program provides students with an opportunity to excel, representing the College at the NSW Combined Catholic Colleges (CCC) and State levels.

**St Xavier's Primary School** strives to provide students with a rich educational experience, in a safe, happy and innovative environment. We are committed to handing on the Catholic Faith and strive for academic excellence. The atmosphere is very friendly and children are always encouraged to do their best, whether in class, at sport or on the playground. We are lucky at St Xavier's to have brand new state of the art flexible learning spaces where classroom resources are kept up to date. Students have many opportunities to engage with both of their teachers who work using a variety of collaborative

co-teaching models. Information technology resources are visible in every classroom. Every student has access to their own Chromebook.

St Xavier's continues the fine tradition established by the Sisters of Mercy in 1879 of providing high quality affordable education to the children of Gunnedah and district. Catering for children from Kindergarten through to Year 6 and with a current enrolment of 380 students, the school provides an outstanding education where children are nurtured in a catholic professional learning community.

**Gunnedah**, situated in the heart of the Namoi Valley on the Oxley Highway and is approximately 450 kilometres from Sydney, 310 Kilometres from Newcastle and 655 kilometres from Brisbane.

Gunnedah has a growing population with approximately 12,700 people residing in the Shire, which includes 5 outlying villages. There are currently 10,000 residents living within the Township.

Gunnedah Shire covers an area of 5,092 square Kilometres including Gunnedah as the hub of the Shire. Outlying villages include Curlewis and Breeza to the southeast, Carroll to the east and Tambar Springs and Mullaley to the southwest.

For further information on the schools, please visit <https://stmaryscollege.nsw.edu.au/> and <http://stxaviersgunnedah.catholic.edu.au/>

## **Position Purpose**

The School Counsellor will apply psychological and educational expertise to support students to achieve academic success, psychological health and social and emotional wellbeing and to support staff in their professional endeavours, psychological health and social and emotional wellbeing.

To achieve these outcomes, the activities that the counsellor engages in are diverse and include counselling, consultation, assessment, implementation of prevention and intervention programs (including in-class programs), the creation of student support plans, referral processes, evaluation and the management of critical incidents. The counsellor also provides information and psycho-education to the student population, school staff, parents, guardians and external agencies as required.

The school counsellor will endeavour to work in a consultative, resourceful and supportive manner with parents/guardians, teachers, the school executive, Catholic Schools Office and external health service providers.

## **Commencement**

The commencement date for this position will be negotiated with the successful applicant

## **Key Responsibilities**

Duties related to the position include but are not limited to the following:

Key area	Task
<b>Ethical Practice</b>	<p><i>Evaluating the effectiveness and outcomes of professional practice and programs</i></p> <ul style="list-style-type: none"> <li>● Ensuring ethical obligations are met, relating to informed consent, parental consent, confidentiality, reporting, professional supervision, professional practice and conflict of interest.</li> </ul>
<b>Psychological, Educational and Behavioural Assessments</b>	<p><i>Assessing and diagnosing developmental, learning and behavioural difficulties and mental health problems and, where appropriate, communicating the results of these assessments to key people such as parents, teachers, Catholic Schools Office and government funding agencies</i></p> <ul style="list-style-type: none"> <li>● Direct provision of assessment of students' cognitive, academic, social-emotional and behavioural functioning.</li> <li>● Development, implementation and evaluation of individual and group interventions following assessment i.e. counselling, behaviour modification and whole-school programs that address students' cognitive, social-emotional and behavioural problems.</li> </ul>
<b>Advising or consulting with teachers, parents and other stake-holders</b>	<p><i>Consulting with parents, teachers, school Executive, external health service providers and other members of the school community, with the primary purpose of achieving the best outcome for students</i></p> <ul style="list-style-type: none"> <li>● Consultation with teachers to provide advice and information about general mental health and other psychological issues that affect students.</li> <li>● Consultation with teachers to determine student programs, strategies and techniques, including educational, psychological intervention and prevention approaches.</li> <li>● Advice to parents on developmentally appropriate strategies and techniques that support children and adolescents' educational success and personal well-being.</li> <li>● Consultation with parents about their child's issues and chosen psychological interventions to deal with those issues (with the consent of the student and depending on age and maturity).</li> <li>● Consultation with relevant school staff to address individual student and class behaviour, learning styles and/or difficulties.</li> <li>● Advise how to make appropriate changes to classroom management and the curriculum in order to meet the educational developmental and/or behavioural needs of a student.</li> </ul>
<b>Provide whole-school</b>	<p><i>Designing and evaluating effective prevention, treatment and support programs for individuals, groups and school populations</i></p>

<p><b>prevention, intervention and post-intervention support</b></p>	<ul style="list-style-type: none"> <li>● Integrate wellbeing practices within the curriculum, focusing on the emotional, behavioural and social aspects of learning.</li> <li>● Facilitate parent information sessions that provide an understanding of child and adolescent development and issues that affect the mental health and well-being of students.</li> <li>● Implementation of anti-bullying, anti-violence and personal safety programs and crisis intervention strategies and referral to appropriate treatment programs.</li> <li>● Recommend and assist planning of support programs and external support.</li> <li>● Development/maintenance of a whole school approach to behaviour management and psychological well-being.</li> <li>● Assist in the implementation and conducting of Restorative Justice programs and sessions.</li> </ul>
<p><b>Provide case management</b></p>	<p><i>Providing counselling and treatment for a range of circumstances/conditions affecting children and adolescents.</i></p> <p><i>Understanding the complexities of child and adolescent development and the difficulties that may be experienced by students at various stages, including how adverse family, personal and/or peer experiences can affect students' academic, social and emotional functioning</i></p> <ul style="list-style-type: none"> <li>● Provide case management to ensure a preventative approach to issues including: <ul style="list-style-type: none"> <li>- behavioural issues which impact upon the wellbeing of the individual student/peers/family/social community;</li> <li>- social/emotional issues impacting on relationships e.g. school/home environment;</li> <li>- safety concerns which impact on the school community.</li> </ul> </li> </ul>
<p><b>Develop positive working relationships and networks</b></p>	<ul style="list-style-type: none"> <li>● Be an active, contributing member of the Pastoral Care team</li> <li>● Work in close collaboration with staff and members of the Armidale CSO, in particular the Student Support Consultant and Team.</li> <li>● Promote a positive working relationship with personnel within the Diocesan network, locally and broadly, and with external agencies</li> <li>● Explore opportunities for interagency collaboration in the provision of services</li> </ul>
<p><b>Assist the school to be aware of statutory, legal</b></p>	<p><i>Understanding and conducting psychological research especially in areas related to school psychological practice</i></p>

<b>and Church requirements in relation to student wellbeing</b>	<ul style="list-style-type: none"> <li>● Keep abreast of the latest research and legislation relating to wellbeing</li> <li>● Inform/update the school executive</li> <li>● Promote, support and provide, where necessary, professional development opportunities for appropriate school-based personnel, e.g. pastoral care coordinators and home room teachers.</li> </ul>
<b>Critical Incident Management</b>	<p><i>Providing expert advice relating to the management of critical incidents</i></p> <ul style="list-style-type: none"> <li>● Assist with developing procedures and providing support to school community members during and following a critical incident</li> </ul>
<b>Other Duties</b>	<ul style="list-style-type: none"> <li>● Communicate with, and establish effective and cooperative working relationships with teaching and non-teaching colleagues</li> <li>● Help to enable the best use of shared resources</li> <li>● Attend and actively participate in staff and professional development meetings</li> <li>● Attend to any other matters appropriate for the position and consistent with the skills of the incumbent</li> </ul>

St Mary's College and St Xavier's Gunnedah reserves the right to alter roles, responsibilities and requirements as required.

## Selection criteria

### General expectations of staff in the Armidale Diocese

- Respect of and a commitment to the Catholic ethos and a willingness to foster it.
- Serve the employer faithfully, honestly, efficiently and diligently and exercise all due care and skill in the performance of your duties.
- Ensure appropriate behaviours when engaging with children.
- Act as a team member, developing and supporting the philosophy and ethos of the team.
- Willingness to undertake professional development.
- Maintain strict observance of school policies, rules and procedures including the reporting of improper or unethical conduct.
- Observe and comply with all WHS protocols.
- Ensure all colleagues, students and parents are provided with quality service in a timely, efficient and friendly manner.
- The ability to maintain strict confidentiality and to exercise discretion and sound judgement.
- Act in a professional and respectful manner at all times.
- Comply with the [Framework for the Accreditation of Staff in Catholic Schools](#).
- Employment is conditional upon successful applicants having or obtaining a valid and current NSW Working with Children Check Clearance.

## **Selection criteria**

### **Essential criteria**

- Hold tertiary qualification in Psychology (post graduate studies in a related field an advantage)
- Must be fully registered with the Psychology Board of Australia under the Health Practitioner Regulation National Law (AHPRA - Australian Health Practitioner Regulation Agency)
- A minimum of 3 years experience working as a Psychologist
- Practical experience working with children, adolescents and their families
- Experience working as a school Psychologist in a school setting is an advantage
- Knowledge of key issues in managing mental health within a K-12 environment
- Maintain Membership of relevant Professional Bodies and Professional Registration
- Demonstrated commitment to team building and collaboration
- Excellent communication and interpersonal skills
- Excellent organisational and time management skills
- Sound knowledge of Child Protection within an educational setting
- Capacity to process information to provide accurate reports and notes

### **Conditions of employment**

- School Psychologists work 7 hours and 36 minutes per day (eg; 8.00 am - 4.06 pm with a 30 minute unpaid lunch break and a 10 minute paid break). The hours of work for a full time employee are 38 hours per week.
- Documentation and paper-work to be completed outside school hours.
- Holidays to be taken in regular school holidays, with the expectation that PD and supervisory commitments be undertaken outside school hours and during holiday periods as far as possible.
- Mandatory participation in staff meetings and Pastoral Care meetings (normally outside school hours).
- Mandatory participation in school events, such as Masses, assemblies, etc.
- Participation in extra-curricular activities outside school hours.
- There is a policy on supporting further study and professional development.
- The successful candidate will be subject to mandatory child protection screening and require clinical supervision.
- Salary \$122,100 gross per annum (full-time)

### **Application**

For questions regarding the professional nature of this position, please contact our Employee Services Team on (02) 6772 7388 or email [jobs@arm.catholic.edu.au](mailto:jobs@arm.catholic.edu.au)

Before submitting your application, please ensure the following:

- You have carefully read the position description and ensure you understand the role you are applying for and that it is suited to your skills, experience and qualifications.
- Complete the relevant online application form by [clicking here](#) and attach a cover letter (optional) and CV that clearly outlines your qualifications and career history.

*Preferred applicants must have the right to work in Australia and will be subject to employment screening.*