



Human Resources Office

102 S. Hickory Avenue, Bel Air, Maryland 21014

Telephone: 410-588-5238

Email: talentmanagement@hcps.org

www.hcps.org

VACANCY ANNOUNCEMENT

AN EQUAL OPPORTUNITY EMPLOYER

January 2, 2025















HCPS is committed to recruiting and retaining effective and diverse educators and staff to build a climate of student success and improve learning experiences for every child in every classroom.

11-MONTH SCHOOL PSYCHOLOGIST 2025-2026 School Year

To provide a full continuum of psychological services to students, families/caregivers, and professional staff; to prevent or remediate academic, emotional, or behavior problems.

ESSENTIAL DUTIES AND RESPONSIBILITIES MAY INCLUDE

These items are intended only as examples of the various types of job duties to be performed; specific position assignments will vary depending on the needs of the department. The omission of specific duties does not exclude them from the position if the work is a similar, related, or logical assignment to the position.

-  Provides consultation to parents/caregivers, school staff, and community providers regarding the mental health, behavioral, and instructional needs of students.
-  Collaborates with school staff in planning and developing school-wide programs and initiatives to address or prevent behavioral or academic problems; follows-up to monitor effectiveness and adjust strategies as necessary.
-  Conducts comprehensive psychological assessments of referred students, including cognitive, social-emotional, behavioral, adaptive, and academic functioning.
-  Conducts Functional Behavioral Assessments and develops academic and behavioral support plans where necessary.
-  Conducts threat assessments of students who present possible threats of harm towards themselves, others, or property.
-  Conducts assessments of student eligibility for the Autism waiver.
-  Prepares diagnostic reports analyzing student learning and behavior problems, interprets assessment information to parents/caregivers and staff, and makes recommendations for appropriate remedial or therapeutic support.
-  Participates in school-based team conferences as appropriate, e.g., Student Services Team, Section 504, IEP, manifestation determination.
-  Provides consultation for and/or conducts direct and indirect interventions to facilitate the functioning of individuals, groups, and/or programs.
-  Provides necessary counseling and other related services to students with disabilities according to their Individualized Education Programs (IEP) or 504 plans; counsels other students as necessary.
-  Provides crisis intervention assistance when needed, including service as a member of the county-wide Trauma Response Team.
-  Participates in on-going professional development designed to enhance and increase professional skills as a school psychologist.
-  Plans and conducts staff development and parent/caregiver education training sessions throughout the school year regarding issues of human learning, development, mental health, and behavior.
-  Conducts summer assessments of referred students; participates in summer IEP/5014 Team meetings as necessary.

SALARY

- Provides counseling and other related services during the summer months as necessary, according to IEP or Extended School Year (ESY) service plans.
- Participates in curriculum/best practice development activities and helps coordinate Professional Learning Community (PLC) activities during the school year.
- Plans and participates in orientation/mentoring and peer supervision programs for new staff.
- Performs other work-related duties as assigned.

- This is a full-time eleven-month position. Salary range based on the FY 2024-2025 HCEA Salary Schedule for School Psychologist and Physical Therapist Personnel. Starting Salary: \$70,677– Maximum Earnings Potential \$126,556.
- Full salary schedules can be found at the bottom of the Current Vacancies webpage <https://www.hcps.org/departments/humanresources/vacancies.aspx>
- HCPS offers an expansive benefits package including individual and family medical, vision, dental, life insurance, retirement savings, pension, paid time off, and more.
- For a complete list of benefits, please visit the Employment Benefits section of the Human Resources webpage:
<https://www.hcps.org/departments/HumanResources/Default.aspx>
- For more information on holidays and paid time off, please refer to the Holidays and Leave Provisions sections of the HCEA Negotiated Agreement:
<https://www.hcps.org/boe/collectivebargaining.aspx>
- FLSA: Exempt

TRAINING AND EXPERIENCE REQUIRED

- Must hold or be eligible for a Standard Professional Certificate I with school psychologist endorsement.
- Excellent oral/written and interpersonal communication skills.

HOW TO APPLY

Employment applications are accepted **online only**. To access the application, visit the Employment Opportunities section of the HCPS website at www.hcps.org. If you have questions or require assistance to complete the online employment application, contact the Human Resources Office at 410-588-5238.

DEADLINE

Online employment applications will be accepted until filled.

The Board of Education of Harford County is committed to providing an inclusive and welcoming environment for all employees and applicants. We adhere to the principles of equal opportunity in all aspects of employment and do not discriminate on the basis of race, color, national origin, sex (including pregnancy and related conditions, sexual orientation, and gender identity), religion, disability, age, genetic information, or any other characteristic protected by applicable federal, state, or local laws.

In accordance with Title IX of the Education Amendments of 1972, Title VI of the Civil Rights Act of 1964, and Title VII of the Civil Rights Act of 1964, the Board of Education of Harford County prohibits discrimination based on sex, race, color, national origin, religion, or any other protected characteristic in any program or activity it operates. The Board of Education of Harford County encourages applications from all qualified individuals.

Inquiries or concerns about your rights related to Title IX can be directed to our Title IX Coordinator, Dr. Eric Davis, at 102 South Hickory Ave, Bel Air, MD 21014, 410-588-5202, or TitleIX@hcps.org. Inquiries related to your rights under Title VI or Title VII can be directed to our Coordinator of Investigations, Ms. Renee McGlothlin, at 410-809-6087 or Renee.McGlothlin@hcps.org. Harford County Public Schools' non-discrimination policy can be accessed here: [NON-DISCRIMINATION POLICY: \(hcps.org\)](#) and found on

Page 2 – Vacancy Announcement
11-Month School Psychologist
January 2, 2025

the HCPS website under Board of Education Policies and Procedures. Harford County Public Schools' non-discrimination statement can be accessed here: [NON-DISCRIMINATION STATEMENT: \(hcps.org\)](#) and found on HCPS' homepage.

AFFIRMING EQUAL EMPLOYMENT IN PRINCIPLE AND PRACTICE