

## School Leader Guidance for ESA Support Staff Hiring

### School Counselor/School Social Worker

February 2020

Based on the data (please see page two for examples which data to review), the BLT can choose to use discretionary money to hire a school counselor or a school social worker.

If the identified needs include:

- Providing academic study skills, social skills, future goals and college knowledge supports at Tier 1, 2 and 3 levels;
- Support for Transition from Elementary to Middle and Middle to High School with Events and Lessons;
- Providing school wide college and career events;
- Advocating for equity in school procedures on behalf of students and families;
- Providing Parent Workshops on SEL, College Knowledge, and Academic Information;
- Collaboration with other educational professionals, organizations, and college access agencies;
- Provides advisement for academic planning and orientation for new students;
- Consulting with teachers to schedule school counseling lessons based on developmental needs and school data;
- Interpreting and protecting student records and information per state and federal law; and
- Providing short-term individual and small group counseling services to students and connecting families to resources.

Then you should consider hiring a ***school counselor***. Please see [RCW 28A.410.043](#) and the Seattle Public Schools Counseling Model for additional information.

If the identified needs include:

- Developing integral links between school, home, and community to remove academic, emotional, social, or mental health barriers for students;
- Providing mental health and academic counseling;
- Crisis prevention and intervention;
- Professional case management for students and families;
- Collaboration with other educational professionals, organizations, and community agencies;
- Development of interdisciplinary teams to provide wrap around support;
- Leadership and guidance in the formation of discipline and behavioral procedures;
- Implementation of social emotional learning;
- Advocating for the whole child (social, emotional, behavioral, and mental health needs) as a way to increase outcomes for students and;
- Behavioral supports and services at the tier 1, tier 2, and tier 3 levels.

Then, you should consider hiring a ***school social worker***. Please see [RCW 28A.410.044](#) and the Seattle Public Schools [Social Worker](#) job description, for additional information.

When considering what type of support staff your building needs for the 2020-2021 school year, your Building Leadership Team (BLT) should consider reviewing the following data (in addition to academic data):

- Discipline data (in school and out of school suspensions)
- Missed Instruction Log (behavioral) data
- TFI (Tiered Fidelity Inventory) data – Tiers 1 and 2
- School Climate data
- Attendance and Tardy data
- Percentage of students receiving special education services in your building
- Incidents of isolation and restraint
- Incidents of staff injuries
- Percentage of students living in transition
- Number of students with D's and E's
- Number of students below proficiency in LA and Math scores