Manager of Psychology

Permanent, full-time position for a CPO-registered Psychologist

A champion of best practices with an authorized practice in School Psychology, you welcome this opportunity to join the Peel District School Board (PDSB) and provide professional expertise and leadership in supporting and promoting student success and well-being.

Reporting to the Superintendent of Special Education Support Services, through the Coordinating Principal [Professional Student Services Personnel (PSSP), Equity and Anti-Oppression Practices], you'll provide leadership and direction to Psychoeducational Consultants (PSSP). In addition, as part of the multi-disciplinary team, you'll be involved in planning and implementing psychological services for students aligned with the PDSB’s Plan for Student Success 2016-2021 and Special Education Delivery Model.

As Manager of Psychology, you'll develop, implement and support the Special Education Delivery Model, and lead internship programs for graduate-level trainees in Psychology, including training requirements associated with membership in the Toronto Area Residency Consortium – Association of Psychology Postdoctoral and Internship Centers. This key role in staff development will also include coordinating, developing, providing and/or facilitating training plans/supervision to support Psychology staff seeking College of Psychologists of Ontario (CPO) registration, and providing clinical supervision to Psychology staff, including unregistered staff members, as needed.

This is also an opportunity to support student achievement and well-being by developing and supporting existing policies and procedures that adhere to professional practice standards and best practices in the delivery of psychological services to schools. You'll develop, manage and coordinate existing resources, including programs internal and external to the Board, to support program implementation and services for students with Special Education and mental health needs (e.g., FASD support service, MHAN, Telepsychiatry), and coordinate and manage special funding projects related to psychology services.

Capably handling managerial duties, you'll co-manage a team of psychological staff, supervising and directing day-to-day activities and identifying, recommending, developing and implementing quality service initiatives, managing the recruitment and selection process for your designated employee group, co-managing the performance appraisal process, and providing coaching, counselling and guidance.

Acting as a collaborative subject matter expert, you'll provide consultation and support to the Special Education Support Services leadership team in Special Education and Psychology matters, provide direct service and consultation to Superintendents and school Administrators, and provide focused support for staff and school Administrators in a specific Field Office area. Your strengths as a communicator will prove invaluable as you work with various Board departments and committees, and liaise with community agencies, private practitioners and professional associations to meet needs and achieve results.

EXPERIENCE AND QUALIFICATIONS

With your Master's or Doctorate degree, and CPO registration with an authorized practice in School Psychology, you have a solid foundation for success in this rewarding leadership role. As Manager of Psychology with our Board, you'll also draw upon the following experience, knowledge and skill set:

- A minimum of five (5) years’ broad-ranging experience related to School/Clinical Psychology practice, assessment and treatment protocols, with previous experience working in an education environment; experience in a supervisory role is preferred.
- Comprehensive knowledge of current research and evidence-based practices in the field of psychology and student well-being.
- Knowledge of collective agreements, school board policies and procedures, and applicable regulations and legislation.
- Ability to manage, organize and co-ordinate Psychology services.
- Leadership capabilities in the planning and implementation of psychology services, collaborative decision-making and team-building.
- Demonstrated experience as a community liaison.
- Demonstrated commitment to working in a diverse school community and/or work environment.

**ASSETS:**
- A doctoral degree linked to CPO registration and an additional authorized competence in Clinical Psychology.

**Salary range:** $110,548 - $138,185 per annum (under review)

**NOTE:** An additional stipend of $2,500 is available for a successful applicant who holds a doctoral degree.

To apply for the position of Manager, Psychology, please complete an online application through [Apply To Education](http://www.peelschools.org/jobs/crc/pages/default.aspx). Your completed application package on Apply to Education must include your cover letter, resume and supporting educational credentials. **Applications must be received no later than 4:30 p.m., Wednesday, August 11, 2021.**

The Peel District School Board (PDSB) is a racially, culturally and linguistically diverse board that serves 155,000+ students and approximately 17,000 employees. We have 257 schools, 217 of which are elementary and 42 are secondary. In PDSB, 87% of students are racialized, non-white, representing 162 different ethnic backgrounds. Students in Peel have 121 different first languages. Student diversity also exists in terms of gender and gender expression, sexuality, ability and faith. A responsive and empathetic understanding of the lived experiences of the students and communities we serve is vital to those who will take on leadership roles within the PDSB. The workforce consists of teachers, office staff, custodial staff, education assistants and professional staff. The workforce is largely unionized, with the majority of employees belonging to numerous bargaining units. The Board’s strategic plan includes four pillars: high expectations for achievement; parent, community and staff engagement; equity and inclusion; and safe, positive healthy climate/well-being. Although Equity and Inclusion is a separate pillar within the strategic plan, equity and inclusion is also the lens through which all areas of the strategic plan must be seen, internalized and understood. The Board is committed to equity, inclusion, and dismantling systemic inequities that lead to marginalization and oppression of students from specific identity groups and with certain lived experiences.

**Commitment to Equity, Anti-Oppression and Anti-racism**

The Peel District School Board is committed to equity in employment. We are committed to equitable hiring practices that allow us to hire qualified staff who reflect the full diversity of the Region of Peel. We will provide reasonable accommodation (e.g., an accessible location, rescheduling of interviews that fall on Days of Significance, etc.) based on any of the human rights protected grounds, during the hiring process if advised in advance.

We are also committed to inclusion, anti-oppression and anti-racist practices while also supporting the continuous growth and development of an equitable and empowered education system at the PDSB.

**Criminal Background Check**

Successful candidates must provide a satisfactory Criminal Background Check prior to commencing employment. Please review the requirements at the [CRC](http://www.peelschools.org/jobs/crc/pages/default.aspx) link.

**Recruitment Process**

We appreciate the interest of all applicants, but will only be contacting candidates whose skills, experience and qualifications best meet the requirements of the position. When contacted, candidates will be provided with an overview of the various elements of the selection process; such as, test and skill demonstrations. All communication to applicants regarding this job posting, including an invitation to complete skills assessments and/or a job interview if applicable, will be made through email. Candidates are encouraged to regularly check their email as listed on their applytoeducation.com account.