



THE BISHOP STRACHAN SCHOOL

School Psychologist/Psychological Associate

Full Time - Permanent

(Commencing end of August 2022)

Working at The Bishop Strachan School is challenging, exciting and rewarding. It's also a lot of fun. This is the place to be if you value forward-thinking leadership and enthusiastically embrace a global perspective.

We offer the opportunity to join an exceptional community of professionals and contribute meaningfully to the education of tomorrow's transformational leaders. As an employer, we focus on building and developing our employees to be the very best at what they do. We offer competitive compensation, a variety of benefits and supports, and a thought-provoking and inspirational environment

If you're looking to challenge yourself and be a leader in girls' education, we invite you to explore a career with BSS.

Summary of Position:

The main objective of this position is to promote students' mental health and wellbeing, in keeping with a positive school climate, and fostering an open communication with both staff and parents regarding ongoing student development. The School Psychologist/Psychological Associate works across the whole school, day and Boarding, to help students of all educational levels understand and proactively deal with mental health, emotional regulation, learning challenges and conflict resolution. They will suggest strategies for a diversity of situations students may face, with an emphasis on developing a growth mindset which will encourage students to collaboratively solve problems, thereby increasing their resilience and well-being. The School Psychologist/Psychological Associate provides expertise and a continuum of psychological consulting services including short term individual student and group counselling, referrals to outside agencies, crisis intervention and follow up, and staff consultation. The School Psychologist/Psychological Associate also provides a level of expertise and disseminates this knowledge, when possible, through workshops and team meetings to the rest of the Faculty.

Specific Accountabilities Include:

- Meet individually, on a one-off or short-term basis, with students and/or parents in order to identify areas of concern
- Provide appropriate identification and referral of students to outside agencies, including conducting risk assessments
- Crisis intervention and follow-up employing trauma-informed clinical strategies and practices
- Embeds equity into mental health practices
- Follow-up with high risk students, including continued communications with parents and staff
- Provide expertise in Students of Consideration meetings and accept referrals from Student Services Counsellors
- Support Boarding by
 - Liaising with Boarding staff and students' parents when there are situations of concern
 - Facilitating small group interventions for boarders
 - Working with Boarding staff to support their wellbeing programming
 - Being available to support individual or groups of students outside of the regular school day when there is a crisis
- Serve as a resource to Student Services, the Principals, Vice Principals, Head of School, Human Resources, and Dean of Boarding
- When required, collaborate with the Learning Resource contact in each division to create co-ordinated learning plans for students experiencing mental health issues, learning challenges or situational distress
- Provide a holistic overview of the academic and psychological needs of the student while balancing the interests of the school
- Co-construct Wellness Plans for students returning after a critical episode or students with prolonged mental health concerns
- Provide professional learning on a range of mental health topics to staff, and workshops on learning and social-emotional well-being for students
- Lead parent presentations on adolescent development
- Provide input and collaborate on parent education seminars
- Research and implement new methods to improve students' positive wellbeing in schools
- Maintains knowledge and expertise in most recent and promising practices to improve students' positive wellbeing in schools
- Develop inclusive positive school climate programs for the entire school
- Embeds diversity, equity, inclusion, and belonging values into all activities
- Commits to the Staff Growth and Evaluation Process

- Other related responsibilities as assigned

Skills, Experience and Attributes Include:

- Certified Psychologist or Psychological Associate and is a member of the College of Psychologists of Ontario
- Ph.D or Masters of Arts in Child/Adolescent and/or School Psychology
- Licensed to work as a School and Clinical Psychologist
- Proven experience as a school psychologist in diverse educational settings and an understanding of the unique needs and rhythms of schools, ideally including independent schools with Boarding
- Knowledge of clinical presentations of disorders of childhood and adolescence, including learning exceptionalities, individual therapeutic approaches, collaborative problem solving techniques and whole school based programmes to increase mental well being in children and adolescents.
- Strong understanding of education policies and regulations
- Strong understanding of learning profiles, IEP's, differentiated instruction
- Effective and skilled communication with staff and parents
- Excellent individual counselling skills, group problem solving and mediation
- Ability to quickly establish professional and genuine relationships with children and adolescents, in order to solve problems
- A positive, patient, and resilient personality
- Ability to work collaboratively with all members of the BSS community
- Strong relationship with external supports for referrals
- Excellent organizational skills with the ability to work with details, prioritize, multi-task and problem-solve in a fast-paced flexible learning environment
- Ability to work in a confidential manner
- Demonstrate understanding of and desire to work enthusiastically in pursuit of the school's vision

Why Work at BSS?

We value the willingness to take risks in order to learn and grow - and not just for our students. At BSS, you have the opportunity to immerse yourself in an unparalleled setting, with access to innovative tools, support and resources, so you can pursue ongoing professional learning, whatever your role. BSS offers a competitive total compensation package that includes:

- Extensive health and dental benefits package
- Faculty members participate in the Ontario Teachers Pension Plan and our administration participate in our robust pension plan with up to 8% match

- Lunches provided with a taxable benefit
- Discounted tuition for eligible staff
- Use of on-site fitness center
- And a chance to be part of a great community!

BSS Values Diversity:

BSS is committed to fostering an inclusive, diverse and respectful environment. We believe that diversity in our school fosters a rich, inclusive and creative environment. We are actively engaged in building a more diverse school and encourage all qualified applicants to apply. We are also committed to providing accommodation for persons with disabilities. If you require accommodations, please contact the Executive Assistant, Human Resources and Finance at 416-483-4325, ext. 4207 or by email at careers@bss.on.ca.

How to Apply:

Interested applicants should forward a cover letter and resume to careers@bss.on.ca indicating School Psychologist in the subject line. For more information about BSS, please visit our website at www.bss.on.ca

Please note, we have a mandatory COVID-19 vaccine policy in place for employees, unless official documentation of a human rights exemption is provided and can be accommodated.

We thank all candidates for their applications; however, only those selected for an interview will be contacted.