



LA SALLE COLLEGE ROLE DESCRIPTION

Psychologist

ACCOUNTABLE TO:	Deputy Principal
EMPLOYMENT CONDITIONS:	The Roman Catholic Archbishop of Perth Teachers Enterprise Bargaining Agreement 2015
LEVEL / STEP:	According to experience and qualifications
EMPLOYMENT STATUS:	Full-time
TENURE:	Ongoing

LA SALLE COLLEGE MISSION

In keeping with the tradition begun by John Baptist de La Salle, La Salle College is committed to providing a quality education for the whole person within a Catholic community. The foundations upon which our College is built are:

- A strong sense of community
- A rich pastoral care system
- A nurturing spiritual environment
- A commitment to excellence

ROLE OUTLINE

As an integral member of the College's wellbeing structure, the Psychologist is responsible for supporting student wellbeing from an individual and whole school perspective. They work with students and families to maximise individual students' learning potential, emotional wellbeing, social development and interpersonal skills. This includes undertaking a range of psychological assessments and diagnoses. Additionally, the Psychologist works in partnership with College Leadership and the Wellbeing Team to achieve the best outcomes possible for all students at the College through the delivery of holistic, whole-school learning programmes focused on positive behaviours.

The Psychologist supports the Catholic faith and tradition of La Salle College and adds to the spiritual dimension of the College. In being both proactive and responsive to changes in the College's operating environment, the Principal may, from time to time, require the performance of other duties.

KEY ACCOUNTABILITIES

1.0 CATHOLIC IDENTITY AND MISSION

- 1.1 Gives personal witness to Catholic values in their day-to-day duties and engages students, staff and the community in the mission of the College as a Catholic school
- 1.2 Understands and upholds the values and expectations as described in the College's Code of Conduct and the Code of Professional Conduct
- 1.3 Actively promotes student engagement with the College values and expectations as described in the Student Code of Conduct
- 1.4 Acts as a positive role model of Christian values
- 1.5 Have completed or have made progress towards completing a minimum of Accreditation to Work in a Catholic School

2.0 WORKING WITH STUDENTS AND FAMILIES

- 2.1 Undertakes educational and psychological assessment and diagnoses in all areas of child and adolescent development, including intellectual and ability assessment tools, clinical measurement, interview and observation
- 2.2 Undertakes psychological assessment of mental health issues
- 2.3 Maintains an appropriate referral process through which staff, families, peers and students can be referred to counselling services
- 2.4 Provides crisis counselling and critical incident stress debriefing for the College community as required
- 2.5 Provides information and educational resources to students, families and teachers on mental health-related issues
- 2.6 Liaises with the Wellbeing Team regarding individual student programmes, as well as general pastoral/welfare issues within the College
- 2.7 Consult with the Principal on matters of serious concern
- 2.8 Determines appropriate goals and intervention strategies as agreed upon with the referred student/family in conjunction with external agencies as applicable
- 2.9 Ensures a range of creative options are considered and implements these in a planned and purposeful manner to resolve the difficulties experienced by students and families
- 2.10 Supports families as the student's primary caregivers through open communication as agreed through contact with the referred student
- 2.11 Makes referrals to other professionals and agencies when needed, maintaining support to the student/family as is appropriate

3.0 BUILDING CAPACITY OF SELF AND OTHERS

- 3.1 Uses professional knowledge and theory to identify and prioritise the psychosocial needs of the school community
- 3.2 Maintains current knowledge, experience and understanding of developmental disabilities
- 3.3 Maintains current knowledge and understanding of mental health disorders and their relationship to child and adolescent development

- 3.4 In consultation with the Deputy Principals and Leaders of Wellbeing, determines agreed priorities which promote and enhance the emotional wellbeing, social development and interpersonal skills of students within the College community, which may include small group work, classroom work, parent workshops and staff professional development
- 3.5 Works collaboratively with the support staff at the College in the development of strategies to support students with special needs
- 3.6 Consults with and assists teaching staff in developing classroom environments, procedures and practices that supports both the teacher and students with specific needs
- 3.7 In consultation with specialist support staff, develops and delivers resources that complement and assist teaching staff in understanding and responding to the students in their care
- 3.8 Maintains an appropriate network of professional colleagues for support
- 3.9 Participates in a relevant professional network within Catholic Education by attending meetings and professional development sessions where possible
- 3.10 Updates professional knowledge, counselling theory and practice, by participating in relevant professional development opportunities as approved by the College Principal
- 3.11 Undertakes regular counselling supervision, as applicable
- 3.12 Acquires, develops, shares and maintains appropriate counselling resources to be used in interventions within the school community

4.0 MANAGEMENT WITHIN THE COLLEGE

- 4.1 Contributes to the policy development in the area of student wellbeing
- 4.2 Works with Deputy Principals to develop and implement whole-school learning programmes focused on positive behaviours
- 4.3 Works collaboratively with the Deputy Principals in planning curriculum initiatives and whole-school strategies to meet the requirements of the National Safe School Framework and Curriculum Framework mental health outcomes and applicable CEWA frameworks
- 4.4 Identifies areas for new initiatives within the College as determined through work with the student body
- 4.5 Contributes to the decision making within the College through involvement in College committees and through regular meetings with Deputy Principals and the Wellbeing Team
- 4.6 Attends and contributes to staff meetings and committees as necessary
- 4.7 Is responsible for the College Crisis Management Plan and reviews/updates the Plan as is necessary
- 4.8 Maintains appropriate and confidential records in accordance with the Privacy Act and ensures the security of these according to the standards expected by CEWA limited
- 4.9 Maintains a strong working relationship with the Deputy Principals and the Wellbeing Team
- 4.10 Provides an annual report or reports as is required to the Principal

5.0 ENGAGING AND WORKING WITH THE COMMUNITY

- 5.1 Builds and maintains strong working partnerships with students, staff, parents and the wider community focused on student achievement, wellbeing, safety and resilience through structured, effective communication and consultation
- 5.2 Understands the broader community within which the College resides and is aware of the cultural, social and political characteristics that inform the needs of students, families and carers and the challenges they face
- 5.3 Is accessible at reasonable times to students when assistance or guidance is sought
- 5.4 Responds to parent enquiries in a professional, timely and efficient manner
- 5.5 Actively participates in the life of the Church and have a pastoral concern for each individual student

SELECTION CRITERIA

The individual appointed to the position of Psychologist must:

- Hold appropriate tertiary qualifications
- Be registered by the Psychology Board of Australia under the Health Practitioner Regulation National Law, or have provisional registration based upon possession of a degree with a fourth or fifth-year qualification in psychology and a supervision agreement accepted by the Psychology Board of Australia (PsyBA), which will enable full registration following one to three years of supervised practice as a psychologist
- Be an active member of the Catholic Church or be free from any impediment to full acceptance by the Church
- Have previous experience in a similar role in an education setting
- Demonstrated effective Duty of Care for students in line with policy and procedures
- An exemplary record of professional conduct, including maintaining appropriate confidentiality
- Have the capacity to maintain accurate and complete records and effective administration and organisation of activities related to the role
- Be a productive and collaborative member of a school education community
- Develop and sustain quality professional relationships, using effective communication and interpersonal skills
- A track record of ongoing personal and professional growth and development
- Hold and maintain a Working with Children Check and Nationally Coordinated Criminal History Check
- Have completed or made progress toward completing a minimum of Accreditation to Work in a Catholic School

DOCUMENT CONTROL

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