



BROOKLYN
INDEPENDENT
MIDDLE SCHOOL

School Social Worker [2023 - 2024]

Brooklyn Independent is a private school with a public mission for ALL kids.

Founded in 2019 by two longtime educators, Brooklyn Independent was created with a mission to redefine the private school education experience and interrupt New York City's segregated schooling crisis during the pivotal middle school years. With sliding-scale tuition and intentional equity and inclusion practices, Brooklyn Independent empowers a diverse community of middle school students from across Brooklyn to be agents of change. In service of a life lived to the fullest potential, Brooklyn Independent is committed to increasing educational access and opportunity to high school and beyond by providing an exceptional education that centers adolescent minds, hearts and voices.

The Role

Our founding social worker is looking to follow their passions and take the next step to working with older youth. As a founder, they have built an incredibly solid foundation for the social emotional work we do at BKI, the relationships we build within our community, and the intentionality we bring to supporting all students. We are looking for an experienced school social worker that can build off this foundation and bring their own unique talents and strengths to our team. We are looking for a teammate that has an extensive understanding of restorative justice practices, a variety of clinical modalities, and will be an empathic leader in our an anti-racist, anti-oppressive, and gender and sexuality affirming work.

This role includes but is not limited to:

- Managing a flexible case load of 10 – 15 students and providing individual and group counseling
- Facilitating conflict mediation and crisis management
- Partnering in special education assessment meetings as well as IESP planning meetings
- Mobilizing family, school, and community resources to enable the child to learn as effectively as possible at BKI
- Assisting in developing positive behavioral intervention strategies
- Leading professional development for team of 9 - 12 staff members
- Advocating for student rights and services
- Building relationships with and supporting families by providing access to resources, running family workshops and other services to support a child's academic and social emotional growth
- Effectively acting as a conduit between stakeholders at BKI through consistent and frequent communication in-person and via phone, email and text.
- Weekly meetings and collaboration with co-leaders, dean of culture, and learning specialist

As a start-up school, every staff member plays an integral role in shaping our community and culture. We believe that experiences beyond our core subjects are just as crucial as humanities, math and science. As our school School Social Worker, you will support our culture work in some of the following ways:

- Facilitating community building during circle
- Chaperoning our Friday Field Learning
- Participating as a full member of the BKI Team
- Participating in all meetings and professional development
- Other potential duties to support our community

Who You Are

Our ideal candidate for our school social worker role has an unwavering commitment to equity work in the education space.

Beyond that, they are a:

Strengths Based Practitioner: You operate with the lens that every child has innate goodness and endless potential and you seek to empower and strengthen students and families. To that end, you utilize a person-in-environment perspective and view students as being pieces of a larger system (culture, economics) that is informing their experiences.

Self-Starter: You are always thinking of ways to make your community better and you take initiative to get your ideas off the ground. That might mean making a process that already exists smoother, or starting something completely new. You get excited about the work of building and feel confident in taking an idea from start to end.

Research Nerd: You have knowledge of and experience using psychodynamic and cognitive behavioral therapeutic modalities and seek to meet the needs of our students through continued curiosity and learning. When a new problem or need arises, you don't shy away from doing some digging to leverage the expertise of people in the field and sharing your learning with your community.

Relationship Enthusiast: You seek to cultivate and maintain strong relationships with students, families, and staff and view this as paramount in your role. You operate with curiosity, empathy, and compassion in your interactions with those around you. empathy.

Seeker of Solutions: You always seek to improve personally and professionally. When faced with a problem or challenge, you analyze the situation and ask thoughtful questions to lead you to the strongest solution. You couple this desire for improvement with a relentless optimism and ensure tackling problems doesn't deter you from seeing the amazing gifts of your community.

Master Communicator: You are (or are working to be) a master communicator. You know the importance of listening, asking questions and leading with vulnerability. You prioritize direct, compassionate communication over the absence of tension and seek to channel conflict in positive ways that leads to greater healing and wholeness for the community.

Strong Teammate: You recognize the interdependence of a team and realize that trust is demonstrating commitment, openness to feedback and accountability to each of your teammates. You are nimble enough to handle a startup school environment and can take initiative when needed. When the need to be flexible or adapt arises, it does not interfere with your ability to be successful and stay positive.

Required Qualifications

- Master's degree and certification in special education (grades 1 - 6 or 7-12)
- Three or more years of school social work experience, preference given to candidates with middle school experience
- Experience with managing cases across multiple grades
- Experience leading professional development and adult trainings
- Preferred experience with IESP management
- Preferred experience with clients with neurodiversity, specifically ADHD and ASD
- Strong organizational and time management skills
- Skilled in G-Suite/Microsoft Office and comfortable with learning new educational technology platforms, apps and software
- Experience assessing student learning and developing plans to address student needs on a daily, weekly and quarterly basis

- Committed to family partnership through frequent phone calls, emails, texts and educator-led meetings
- Commitment to professional growth and active participation in professional development/1:1 coaching focused on academic achievement, social emotional development, and social justice

Interview Process

We want our candidates to KNOW us when they join the team. That is why our interview process is more extensive but it means we can both say “YES!” with confidence:

- Phone screening (30 minutes)
- Performance task (3 hour in-person)
 - Case Study
 - Observation of Classes
 - Interview
 - Student and/or Teacher Conversations
- Interview Follow Up and References (30 minutes)
- Board Member and/or Family Committee Chat (30 minutes)

Compensation

The starting compensation for this role is between \$60,000 to \$100,000. The starting pay will depend on various factors that may include but are not limited to professional experience, education, training and certifications.

Equity Statement

Brooklyn Independent is an equal opportunity employer and is committed to building a culturally diverse faculty and staff. BKI does not discriminate against any employee or applicant for employment on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, veteran, or military status. We are committed to the inclusion of all qualified individuals in the hiring process.

How to apply

Please complete a short questionnaire and submit a resume at our website - <https://www.bkindependent.org/careers>