



January 30th, 2018

RE: School Psychologist Positions in GCS

Dear Future Applicant:

Thank you for your interest in a school psychologist position with Guilford County Schools. Here is a brief description of our school system and the services our school psychologists provide.

Guilford County Schools (GCS) is the third largest district in the state serving more than 72,500 students across 126 schools in urban, suburban and rural areas. Tucked away in central North Carolina, GCS is diverse both in its student body and in its academics. The district serves students who speak 117 languages/dialects and who represent 95 countries. There are more than 10,000 special education students and more than 13,000 advanced learners. However, don't let those numbers intimidate you. Our district is divided into thirteen "learning areas", each with its own School Support Officer to collaborate with principals to provide personal attention to our schools. Because we are a larger district, we are able to offer opportunities that smaller districts, charter, and private schools just cannot. We have 47 magnet and choice schools with 54 programs, from Science, Technology, Engineering and Math (STEM) to performing or visual arts, advanced academics, Spanish immersion, Montessori, health sciences or aviation. We also offer 192 Career and Technical Education courses in 50 schools, including programs in culinary arts, business, nursing, computers and automotive technology, among others. High schools across GCS offer more than 29 Advanced Placement courses. These college-level classes prepare students for the higher-level courses they will take after graduating from high school and moving on to colleges and universities. GCS also offers the prestigious International Baccalaureate program at four high schools - and it's open to all students who qualify. Only a small number of districts in North Carolina are authorized by the International Baccalaureate Organization to offer the Diploma Programme, and GCS has been a part of it since 1996. Nine early/middle colleges allow students to earn up to two years of college credit while attending high school - and it's free.

School psychologists have been and continue to be active contributors to our system's success in meeting the needs of our children. At this time, we have nearly fifty school psychologist positions. Most of



the full-time school psychologists are assigned two to three schools, which they visit at least once a week. However, some have differentiated responsibilities, which may result in reduced school assignments.

Serving as a consultant to the teachers, staff, and parents at one's assigned schools is a school psychologist's most important role. We provide both formal and informal consultation on a range of relevant issues and problems. Evaluating students to determine eligibility for services in the Exceptional Children's program also is a major job role; most of the psychologists attend parent interpretative conferences and/or IEP Team meetings for the students they have evaluated. Another major job role is serving on the Intervention Support Teams (IST) in assigned schools.

Additional duties performed by *many* of our school psychologists include (a) providing the training for school staff to either implement or enhance the skills of a school's intervention team, (b) conducting workshops for parents, teachers, other school psychologists, and other GCS employees on relevant topics of interest, and (c) providing training on promoting positive student behavior based on the Positive Behavior Intervention and Supports model. School psychologists also (d) provide specialized services to our district's English as a Second Language (ESL) students and children with Autism, (e) work with school psychology graduate students serving either practicum placements or internships, and (f) provide short-term individual or group counseling (including responding to crisis situations). We have on staff several school psychologists who work with our preschool-age student population. All elementary schools are moving toward an MTSS framework for which GCS Psychological Services has offered much of the planning, consultation, trainings, and support.

The majority of our school psychologists are employed on a 10-month contract with some opportunities for extended employment in the summer. There is a state salary schedule for school psychologists to which our district adds a local supplement averaging 11%. (For more information pertaining to salaries, please see our school system's HR website link for salary information at http://www.gcsnc.com/pages/gcsnc/Departments/Human_Resources/Salary_Administration_and_Comp/Teach_and_Pupil_Support_Servic). Our psychologists currently reside in school-based sites as a "home office" and then travel to their other schools on designated days. This is in keeping with the system's move to a regionalization system.



All school psychologists have laptops, with scoring software installed for a cognitive and an achievement test; access for e-mail and Internet is also provided. Monthly staff meetings are held to address information and issues surrounding our job roles, responsibilities, and profession. Staff development opportunities are provided weekly through didactics and throughout the school year on a variety of topics. Each school psychologist is also allocated up to ten paid leave days for professional development. Our departmental Leadership Team determines which professional development activities will be eligible for reimbursement.

All applicants must submit an online application to the Guilford County Schools. To access the application and learn about the various steps in the application process, please go to (<http://www.applitrack.com/gcsnc/onlineapp/default.aspx>). In addition to the required on-line application, we request that our applicants send a resume and a sample evaluation report (edited for confidentiality). These documents can be directly uploaded through our Human Resources website or you are welcome to send these documents directly by email or regular US mail. Also, please feel free to call or email me if you have questions or need additional information. We look forward to hearing from you!

Sincerely,

Alexander V. Tabori, Ph.D.

Alexander V. Tabori, Ph.D. NCSP
Director, Psychological Services
Guilford County Schools
taboria@gcsnc.com
(336) 370-8170