

Lummi Nation School

Educational Excellence for the Future



2334 Lummi View Drive / Bellingham, WA 98226 Phone (360) 758-4300 HR (360)758-4349

'Working together as one to Preserve, Promote and Protect our Sche Lang en'

JOB ANNOUNCEMENT

JOB TITLE: K-12 School Social Worker

OPEN: April 13, 2026

EXEMPT: Yes

SALARY: Education LNS Salary Scale

SHIFT: Day

LOCATION: Lummi Nation School

DURATION: 12 Month School Year Contract

CLOSES: Until Filled

JOB CODE:

DIVISION: Education

DEPARTMENT: Lummi Nation School

SUPERVISOR: Lead Principal

VACANCIES: 1

JOB SUMMARY: The K-12 School Social Worker will provide counseling and support services to LNS students, addressing social, emotional, and behavioral needs. This role includes collaborating with school staff, families, and LIBC program partners to ensure students and families are connected to appropriate resources and services. The Social Worker will work as part of the LNS Student Support Team managing student and family needs, coordinating with community partners, and ensuring follow-through on support plans to promote student well-being and success.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES and other job-related duties as assigned.

1. Provide individual and group counseling to LNS students to address social, emotional, and behavioral challenges.
2. Conduct regular assessments of students' mental health and emotional needs to develop and implement appropriate intervention plans.
3. Collaborate with teachers, administrators, and other school staff to identify students requiring additional support and to implement individualized interventions.
4. Develop and lead social skills groups, coping strategies, and conflict resolution programs to support students' emotional and social growth.
5. Serve as a liaison between the school, students, families, and external service providers, including LIBC program partners.
6. Work closely with LIBC Family Services to align and coordinate services for students and families, ensuring seamless access to community resources and support.
7. Assist families in navigating and accessing social services, mental health support, and educational resources offered available.
8. Work closely with the LNS and Behavior Health counseling staff to provide crisis intervention and support for students experiencing acute emotional distress, including referrals to external resources when needed.
9. Maintain confidential records of student interactions, progress, and interventions in accordance with school policies and legal requirements.
10. Facilitate communication between the school and parents, providing updates on student progress and recommend strategies for supporting students at home.
11. Participate in Individualized Education Program (IEP) meetings and collaborate with special education staff to develop support plans for students with disabilities.
12. Monitor and assess the effectiveness of interventions, making necessary adjustments based on student progress and feedback from stakeholders.
13. Provide professional development and training to school staff on mental health issues, social-emotional learning, cultural orientation and trauma-informed practices.

14. Advocate for students' mental health and well-being within the school community and work to reduce stigma surrounding mental health issues.
15. Support the development and implementation of school-wide programs to promote a positive and inclusive school climate.
16. Stay informed about current trends in social work, mental health, and educational support services, particularly in relation to Native American students and families.
17. As part of the LNS Student Support Team, work closely with LNS counseling and administration to effectively manage student and family needs.
18. Collaborate with community partners to ensure that families and students connect with appropriate services and resources.
19. Follow through case management of assigned students and families, ensuring ongoing support and progress tracking.

KNOWLEDGE, ABILITIES AND SKILLS:

- Understanding of child development, mental health, and emotional/social challenges in school-aged children.
- Knowledge of culturally responsive practices, especially in relation to Native American students and families.
- Knowledge with school-based counseling techniques and interventions.
- Knowledge of community resources and mental health support systems, including LIBC Family Services.
- Understanding of educational laws, policies, and confidentiality regulations (e.g., FERPA, HIPAA).
- Knowledge with trauma-informed care and its impact on student behavior and academic performance.
- Demonstrate and understanding of IEP (Individualized Education Program) processes and special education laws and practices.
- Knowledge of crisis intervention techniques and de-escalation strategies.
- Ability to collaborate effectively with school staff, administrators, and community partners.
- Ability to build trust and rapport with students, families, and external service providers.
- Skill in assessing and evaluating students' emotional and behavioral needs and developing intervention plans.
- Ability to manage a caseload and maintain accurate records of student progress and case management.
- Strong communication skills with diverse groups, including students, families, and community organizations.
- Ability to provide crisis intervention and referrals to external resources when necessary.
- Capacity to advocate for students' mental health needs within the school community.
- Organizational and time-management skills to handle multiple tasks and cases simultaneously.
- Ability to lead and facilitate groups and workshops for students and staff.
- Proficiency in using case management software and maintaining accurate, confidential records.
- Problem-solving and critical thinking skills to address complex student needs effectively.
- Competence in presenting and training staff on mental health issues, social-emotional learning (SEL), and trauma-informed practices.

MINIMUM QUALIFICATIONS:

- Master's degree in social work (MSW) from an accredited institution
- Valid state licensure as a Licensed Clinical Social Worker (LCSW) or equivalent
- **OR** willing to obtain licensure within the first 90 days of employment.
- 2 years of experience working as a social worker, preferably in a K-12 school setting or with children and families in educational or community-based settings.
- 2 years of experience in providing counseling and case management services to children, adolescents, and families.

REQUIREMENTS:

- Successfully pass pre-employment and random drug and alcohol tests, as required by the Lummi Indian Business Council (LIBC) Drug & Alcohol-Free Workplace Policy.
- This position requires regular contact with or control over Indian Children and is subject to an extensive Criminal Background Check and a CAMIS (DCYF) Check, Washington State Patrol WATCH and JIS report, Lummi Tribal Full-Court and the Federal Bureau of Investigation for fingerprint clearance.
- Must provide verification of employment from previous districts or schools.
- Must provide official grade transcripts.
- Experience working with high-risk youth and families within the Lummi Community, including providing community support services and referrals, *preferred*.
- Must be able to adhere to strict attendance expectations as set by Lummi Nation Schools.

TERMS OF EMPLOYMENT:

- All elements of this job description apply.
- Academic School Year (12-month Contract).
- Salary depends on qualification.
- 90 Day Orientation Applies.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.