

TERM – 1.0 School Social Worker

Napanee District Secondary School and North Addington Education Centre

35 Hours/Week

Effective: Immediately to June 2026

Yearly Salary: \$77,112 - \$103,560

About the Limestone District School Board

The Limestone District School Board (LDSB) is situated on the traditional territories of the Anishinaabe and Haudenosaunee. We acknowledge their enduring presence on this land, as well as the presence of Métis, Inuit, and other First Nations from across Turtle Island. We honour their cultures and celebrate their commitment to this land.

The LDSB is the region's only fully inclusive school board. Limestone schools serve more than 20,500 students in 55 schools and five alternative education centres covering a geographic area of 7,719 square kilometres across the City of Kingston, the Townships of Central Frontenac, North Frontenac, South Frontenac, Addington Highlands, Loyalist, Stone Mills, the Frontenac Islands and the Town of Greater Napanee.

Position Overview

Reporting to the Mental Health Lead, the School Social Worker provides mental health supports and interventions utilizing evidence-informed therapeutic approaches and clinical practices to students with mental health and substance use issues, in collaboration with inter-professional team members.

As a member of the Educational Services Team, the successful candidate will provide in-person and/or virtual mental health counselling to students enrolled in elementary and secondary schools with a focus on equity of access to socially and culturally responsive supports to address mental health and substance misuse concerns. The School Social Worker will also act as a resource by providing education and information regarding community resources and access to these resources, facilitating referrals where appropriate, and facilitating the development of community resources by identifying services needed to support students.

As a School Social Worker, the successful candidate will also provide crisis and suicide intervention support, as well as assist in the development and implementation of early intervention and preventative programs for individuals and groups. Additionally, you will be called upon to support district wide initiatives, including professional development for school staff and support. The successful candidate will maintain student records in accordance with privacy legislation and ensure that school

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board files are up to date. They will also participate in research and evaluation related to student well-being, mental health and substance misuse.

Knowledge Skills and Abilities

- Strong working knowledge of the effects of racial inequalities, social determinates of health, and barriers relating to disability, including mental illness and substance misuse.
- Highly developed clinical skills in interviewing, psycho-social and risk assessment, treatment (individual, group) crisis intervention, cognitive behaviour therapy (CBT) and the delivery of brief mental health services with children and youth.
- Knowledge of assessment and treatment for substance use, addiction and concurrent disorders is an asset.
- Excellent organizational, interpersonal & time management skills.
- Strong oral and written communication skills and confidence in social work scope of practice and articulating this within an education setting.
- Ability to work independently and as an interprofessional team member.
- Understanding of relevant legal and confidentiality issues pertaining to children and youth.
- Awareness of a tiered approach to mental health supports for children and youth.
- ASIST training considered an asset.
- Must possess a valid driver's license and have access to a vehicle to travel and provide service throughout the district.

Qualifications and Experience

- Master's Degree in Social Work (M.S.W).
- Registered and in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW).
- Minimum of three (3) years related experience in the role of a Social Worker in an educational, mental health, healthcare, or related setting.
- Demonstrated assessment and therapy skills with expertise in individual work required.
- Cognitive behavioural therapy (CBT) certification.

How to Apply

Interested applicants are asked to submit an application package that includes a **cover letter and resume** outlining how your qualifications, skills, and experience relate to the position, as well as **proof**

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of qualifications. Packages must be submitted by **4:00 pm on Thursday December 4th, 2025**
to [ApplyToEducation](#).

- Cover letter (addressed to **Melissa Brown, Human Resources Consultant**)
- Resume
- Proof of diploma uploaded on your Supporting Documents page within your ApplyToEducation account

Internationally trained professionals/applicants with equivalent international experience are encouraged and invited to apply.

Commitment to Diversity and Inclusion

Across LDSB, we are committed to removing systemic barriers not only in recruitment but in retention and promotion as well so that you can see yourself in Limestone. The LDSB is dedicated to promoting fair and equitable hiring practices that will move us forward in hiring staff who reflect the full diversity and lived experiences within the communities we serve.

We invite and welcome you, through your cover letter, to self-identify as someone who has lived experiences, and who can bring valuable, diverse knowledge and perspective to our district and the students and communities we serve.

Accommodation will be provided to applicants to enable equitable participation in the recruitment process. Applicants can request accommodation at any time during the recruitment process.

Applicants who are transgender may provide records in a different name than their current legal name or name of common usage. This will not prejudice prospective employees in any way, and such information will remain confidential.

The Kingston community promotes and supports the diversity that continues to grow within our communities. For more information about Kingston and/or the LDSB, including equitable recruitment, retention and promotion practices, please visit limestone.on.ca.

We thank you for your interest. Only those applicants who have been selected for an interview will be contacted and invited to participate in the interview process.

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