



## Build your SEL staff

BY JENNA BUCKLE

**A**s educators increasingly recognize the value of social and emotional learning (SEL), many school districts are rethinking staffing and reorganizing central offices to prioritize SEL from preschool through high school (CASEL, 2018). Some are creating full-time central office positions for SEL or building entire divisions or offices of SEL. Many districts have also begun hiring for new SEL positions in response to student needs during the pandemic and remote learning.

For leaders who are thinking about making a first (or next) SEL hire, the first task is to gain clarity on the roles, responsibilities, and skill sets needed. To help districts in this task, Panorama Education (see box) created an overview of social and emotional learning jobs to hire for, based on the most common roles the organization currently sees in

### ABOUT PANORAMA EDUCATION

Panorama Education partners with K-12 school districts to support systemic social and emotional learning through research-backed SEL measurement, actionable data reports, and intervention tracking. Panorama serves 12 million students in 1,500 districts across 50 U.S. states. Learn more at [www.panoramaed.com](http://www.panoramaed.com).

the field (Buckle, 2021).

We collaborated with Learning Forward to adapt that list of jobs into a tool for keeping track of which SEL-related positions you have, those you are planning, and those you don't need. We encourage you to add to or adapt the tool to meet your needs.

### REFERENCES

**Buckle, J. (2021).** *7 social-emotional learning jobs your district needs to hire for in 2021*. Panorama Education. [www.panoramaed.com/](http://www.panoramaed.com/)

[blog/7-social-emotional-learning-jobs-to-hire-for-this-year](https://www.panoramaed.com/blog/7-social-emotional-learning-jobs-to-hire-for-this-year)

**CASEL. (2018).** Reorganizing district central offices. *SEL Trends Brief: Collaborative for Academic, Social, and Emotional Learning*. [casel.org/wp-content/uploads/2018/03/SEL-Trends-1-March-2018.pdf](https://casel.org/wp-content/uploads/2018/03/SEL-Trends-1-March-2018.pdf)

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## SEL JOBS CHECKLIST

Review the job roles and adapt them as needed. Mark which roles you have, plan to hire for, or don't need at this time. On a separate piece of paper, take notes about your needs and plans.

JOB TITLE	RESPONSIBILITIES	Already hired	Plan to hire	Still considering	Not needed
Director of social and emotional learning	<ul style="list-style-type: none"> <li>Provides leadership and direction for a comprehensive districtwide SEL approach for all students.</li> <li>Ensures this approach aligns with district priorities.</li> <li>Partners with academic directors to integrate SEL and academics.</li> <li>Supervises ongoing professional learning and adult SEL initiatives.</li> <li>Measures and assesses impact of SEL efforts.</li> <li>Oversees allocation of resources for SEL efforts.</li> <li>Forges partnerships with community stakeholders.</li> <li>Oversees infrastructure that creates the conditions for equity-centered SEL.</li> </ul>				
SEL specialist or coordinator	<ul style="list-style-type: none"> <li>Supports effective implementation of district's SEL vision.</li> <li>Helps create, adapt, and execute SEL initiatives in schools.</li> <li>Provides technical assistance and best practices to district and school staff.</li> <li>Works collaboratively with stakeholders to build positive school climate.</li> <li>Collects and analyzes data to select SEL approaches and interventions based on student needs.</li> </ul>				
SEL interventionist	<ul style="list-style-type: none"> <li>Coordinates SEL approaches with Multi-Tiered System of Supports (MTSS).</li> <li>Develops and implements SEL supports at universal (Tier 1) level.</li> <li>Assists teachers and staff in providing Tier 2 and 3 interventions for students needing intensive SEL support.</li> <li>Facilitates professional learning.</li> <li>Serves as liaison with families and community organizations.</li> <li>May also assist with monitoring student data.</li> </ul>				
SEL coach	<ul style="list-style-type: none"> <li>Engages in professional learning, including individualized coaching, with school leaders, teachers, and staff.</li> <li>Supports educators to apply best practices of SEL during classroom instruction and other interactions with students.</li> <li>Ensures that SEL is integrated into daily practice.</li> <li>Works with leadership to build SEL into school schedules and daily activities.</li> <li>Models and coaches SEL instruction in the classroom.</li> </ul>				
SEL teacher	<ul style="list-style-type: none"> <li>Supports students with identified social, emotional, behavioral, and mental health needs.</li> <li>Teaches academic, social, and emotional learning lessons to students using evidence-based strategies such as restorative practices or social and emotional learning circles.</li> <li>Helps students learn, practice, and demonstrate social and emotional skills in small-group settings.</li> <li>Develops intervention plans in collaboration with special and general education teachers, administrators, parents, social workers, or social services.</li> </ul>				
SEL data strategist	<ul style="list-style-type: none"> <li>Plans and leads district's data collection, analysis, and reporting systems related to ongoing social and emotional learning programs and services.</li> <li>Drives continuous improvement of SEL efforts.</li> <li>Helps break down silos that house different types of student data by collaborating with district's research and evaluation teams.</li> </ul>				
SEL instructional specialist	<ul style="list-style-type: none"> <li>Supports adult SEL.</li> <li>Cultivates a safe and supportive learning environment.</li> <li>Shares best practices and research-backed resources for trauma-informed and equity-centered SEL.</li> <li>Supports educators with timely challenges such as creating a sense of belonging and engagement during remote learning, improving climate in virtual settings, and facilitating SEL lessons and curricula virtually.</li> </ul>				