



SCHOOL DISTRICT OF NEWBERRY COUNTY

JOB DESCRIPTION

TITLE: School Counselor

FLSA: Exempt

TERMS: Salary in accord with the district salary scale for teachers. Work year is comprised of 190/200/210/220/240 days per academic year as established annually by the Board.

GENERAL SUMMARY

Under general supervision assists the entire school community in the development of a positive school environment that enhances self-concept and self-worth, and social and emotional development of students. Reports to the school principal or his/her designee.

ESSENTIAL FUNCTIONS

Implements the school's guidance curriculum. Develops and conducts developmental guidance lessons in the classroom and in large groups; facilitates the integration of the guidance curriculum into the educational curricula; selects topics and resources consistent with school identified objectives.

Conducts orientation activities for new students; provides grade level transitional activities.

Works with teachers to support emotional well-being.

Has knowledge of professional competencies and student competencies to accurately handle the expectations of the profession along with providing effective services.

Creates and implements a comprehensive school counseling program that promotes student achievement.

Designs tools and assessments to manage their comprehensive school counseling program.

Provides direct services to students and indirect services on behalf of the students to parents, school staff, and the community. These services must meet the academic, social/emotional, and career needs of all students.

Determines the effectiveness of the comprehensive school counseling program and show how students are different because of the program.

Possesses leadership, advocacy, and collaboration skills to bring systemic change.

Assists students in developing an educational plan. Assists with the placement and scheduling of students; assists teachers in early identification of learning problems.

Assists students with course selections that are appropriate for graduation requirements and career plans. Accepts teacher referrals of students who are having problems at school.

Interprets standardized test results; assists the administration with state mandated and school testing programs.

Conducts counseling sessions in response to identified needs of individuals and groups of students through individual counseling, crisis intervention and the formation and facilitation of student group activities. Counsels on various student issues including poor performance, advocacy, mediation of teacher-student differences, personal problems and concerns such as family issues, abuse, pregnancy, depression, substance abuse, relationships, peer group issues, etc.

Responds to crisis situations to include altercations, illnesses or deaths, suspected child abuse and mandatory reporting of same. Assists administrators and teachers in obtaining psychological services for students. Responds to all situations in a timely manner; works with outside agencies in securing services for students.

Maintains records based on legal and ethical guidelines to document interactions, interventions, and decisions. Refers students and parents to community agencies, programs, or specialists as appropriate. Maintains a listing of district and community resources, consults and coordinates with community social service agencies.

Responsible for the dissemination of career information and post high school education opportunities. Explores and evaluates student education, interest, skill, and personality traits and arranges for aptitude tests to assist students in setting realistic academic and career goals. Assists college bound and non college bound students with career decisions. Coordinates career fair and employer information sessions. Coordinates college or trade school visits and tours. Works with students to develop job-search skills and provide assistance in locating and applying for jobs. Provides scholarship and financial aid information.

Consults with and serves as a resource for teachers, staff, and parents regarding the developmental needs of students; conducts and facilitates conferences and in-service programs. Conducts or provides opportunities for parent education programs. Promotes public awareness of guidance services.

Operates within the established school policies and procedures. Provides support for other school programs and personnel. Attends meetings, conferences, and in-service trainings to keep abreast of best practices and professional trends.

Performs other related duties as required.

JOB SPECIFICATIONS

Education and Experience

Education and experience as required by state certification authorities. Master's degree in Guidance and Counseling with two years of teaching experience; or any equivalent training and experience which provides the required knowledge, skills and abilities.

Knowledge

Knowledge of legal and ethical practices and guidelines in Counseling, and community information and referral services. Knowledge of counseling methods necessary for handling student academic and adjustment problems. Working knowledge of the practices, procedures and activities of career counseling. Knowledge of career resources, job search and assessment tools, internet resources, understanding of career development theory and job search methodologies and trends. Knowledge of graduation requirements, school policies and procedures, standard office practices, procedures and equipment, community linkages and referrals for student supportive services. Knowledge of the records, forms and reports which must be prepared and maintained. Knows how to keep abreast of changes in policy, standards, procedures, and regulations related to job functions.

Skills/Effort

Ability to counsel and advise students individually and in groups; interpret test results; and work with underserved and at-risk students. Possesses the ability to communicate effectively both orally and in writing; establishes cooperative working relationships in the course of performing assigned duties.

Ability to develop and deliver lesson plans for presentations in the classroom and workshop settings. Ability to assist in the implementation of a comprehensive career guidance curriculum. Ability to comprehend, interpret, and apply state and federal regulations. Advanced human relations, communications and interpersonal skills, including the ability to communicate effectively with students and their parents, district staff, and all other groups involved in the activities of the job. Ability to complete, process, and maintain all required records, reports, and confidential student information. Ability to operate general office equipment in the performance of daily activities.

Working Conditions

School environment with little significant exposure to environmental conditions. Requires ability to work under a degree of stress related to duties that require constant attention and working with students. Physical demands are restricted to school activities that require the movement or lifting of items weighing up to 25 pounds. Occasional local travel required; occasional overnight travel required.

Responsibility

Supervises Guidance Department Staff as designated.

DISCLAIMER STATEMENT

This job description is not intended as a complete listing of job duties. The incumbent is responsible for the performance of other related duties as assigned/required.

EVALUATION

Performance of this job evaluated annually according to Board Policy.