



Job Posting: School Counselor

The Mission of Clay Hill Public Charter school is to be a place where students thrive as members of a vibrant and inclusive learning community with families, caregivers, staff, and neighbors engaged in a practice of whole-child education. By teaching and learning from one another, we embrace unique identities and cultivate an atmosphere of love.

Clay Hill Public Charter School opened its doors for the first time in the fall of 2021 to students in grades K-3 and will serve students in grades K-7 in the 2025-2026 school year. We will continue to grow over time to eventually serve students in grades K-8.

We are committed to achieving academic excellence, challenging inequity, and combating biases through the inclusion of individuals with diverse perspectives and experiences in the life of our school and in our decision-making processes. We are dedicated to ensuring representation in our curriculum, learning spaces, and operations to promote tolerance, growth-mindedness, and diverse world views for our community. As a result, we place a special importance on recruiting, hiring and retaining staff that share similar racial or ethnic backgrounds or life experiences as our students.

ROLE

The School Counselor, under the direction of the Principal, Principal's Designee and/or Lead School Counselor will develop, plan and implement a comprehensive school counseling program aligned with the ASCA (American School Counselor Association) standards and the school's School Performance Plan.. The School Counselor will promote student success through the implementation of a comprehensive school counseling program that supports the students of Baltimore City Public Schools in the areas of academic, career and personal/social development.

Essential Functions

- Uses data to develop comprehensive programs that meet the needs of students; establishes the school counseling program and develops activities and resources to implement and evaluate the program; develops and maintains a written plan for effective delivery of the school counseling program.
- Effectively implements a data-driven, grade-level appropriate college and career readiness program for all students.
- Utilizes data to determine college readiness and to determine interventions needed to assist students in a grade appropriate manner to access high school and post high school options.
- Uses data to guide program planning; conducts a yearly program audit to review extent of program implementation and effectiveness.
- Monitors student academic performance, behavior, and attendance and facilitates appropriate interventions.

- Provides individual and group counseling services to meet the developmental, preventive, and remedial needs of students.
- Consults with students, parents, teachers, and other school and community personnel to assist in meeting the needs of students.
- Coordinates all counseling services for students and assists with the coordination and implementation of student services in the school.
- Implements developmentally appropriate and prevention-oriented group activities to meet student needs and school goals.
- Assists all students, individually or in groups, with developing academic, career and personal/social skills, goals, and plans.
- Collaborates with parents/guardians, educators, and stakeholders to assist students with educational, career, and life planning.
- Implements classroom guidance lessons as required by the needs of the school
- Participates in school-based and district-assigned professional development; participates in other professional development activities to improve knowledge and skills.
- Supports, participates in, or implements, as required by the needs of the school, IEP team, Student Support Team (SST), Instructional Leadership Team (ILT), Restorative Practices (RP), CASEL Framework, attendance meetings and supports, and other social-emotional supports as required by the need and staffing model of the school.
- Adheres to ethical standards of the counseling profession, and abides by the laws, policies, and procedures that govern the schools.
- Completes other duties as assigned with the exception of those forbidden by the union contract, COMAR, or MSDE guidance.

Desired Qualifications

- Master's Degree from an accredited college or institution.
- Certified as a School Counselor by the State of Maryland.
- Excellent verbal and written communication skills.
- Spanish language proficiency, preferred.
- Proficient in the knowledge and use of Technology and computer applications, including Microsoft Word, Excel, and PowerPoint.
- Experience in urban schools, preferred.
- Knowledge of current research and trends in school counseling and guidance.
- Knowledge of current research and trends in college and career readiness.
- Knowledge of crisis prevention and arbitration techniques.
- Ability to analyze data.

HOURS, COMPENSATION AND BENEFITS

This is an exempt 10-month position through the Baltimore City Public School District. Hiring is contingent upon processing by Baltimore City Public Schools and compensation and benefits packages are negotiated with the district.

To apply for this position please email a resume to Principal Emily Augustine at emily.augustine@bluebirdnet.org

Notice of Nondiscrimination

Clay Hill Public Charter School and Baltimore City Public Schools do not discriminate on the basis of race, color, ancestry or national origin, religion, sex, sexual orientation, gender identity, gender expression, marital status, disability, veteran status, genetic information, or age in its employment.

This position is affiliated with the Baltimore Teachers Union (BTU) bargaining union.