

SCHOOL DISTRICT OF INDIAN RIVER COUNTY

SCHOOL COUNSELOR

JOB DESCRIPTION

QUALIFICATIONS:

- (1) Master's degree from an accredited educational institution.
- (2) Florida certification in Guidance and counseling.
- (3) Previous classroom teaching experience preferred.
- (4) Satisfactory criminal background check and drug screening.

KNOWLEDGE, SKILLS AND ABILITIES:

Ability to read, interpret, and follow State Board of Education rules, Code of Ethics, School Board policies, and appropriate state and federal statutes. Knowledge and understanding of human development and the unique needs and characteristics of students served. Knowledge and understanding of guidance and counseling principles, programs, and services. Knowledge of tests and measurement theory. Knowledge of community resources and services available for student assistance. At the high school level knowledge of high school graduation requirement, state scholarship programs, financial aid, military, and career programs. Knowledge of exceptional education procedures. Knowledge and ability to provide crisis intervention services, knowledge of community and state services. Assume supportive role in MTSS problem solving process to meet the social and emotional needs of students. Ability to counsel and provide support to students, parents, and school personnel in the resolution of problems in student learning, behavior, and mental health concerns. Ability to administer student assessment and evaluation instruments. Ability to analyze and use data. Ability to communicate orally and in writing, with parents, school personnel and the public. Ability to maintain confidentiality. Ability to maintain sensitivity to multicultural issues. Ability to use a computer. Knowledge of Florida Educator Accomplished Practices and Teacher Competencies.

REPORTS TO:

Principal or designee

JOB GOAL

To provide students with educational, personal, and vocational counseling and to identify and coordinate all available resources to empower students to reach full potential.

SUPERVISES:

N/A

PERFORMANCE RESPONSIBILITIES:

Planning/Preparation

- *(1) Develop guidance program and services based on developmental needs of students, needs assessments, and school and district priorities.
- *(2) Establish short- and long-range plans based on student needs as well as school, district, and state priorities.

SCHOOL COUNSELOR (Continued)

- * (3) Communicate goals and services of the counseling programs to school administration, staff, students, and parents.
- * (4) Establish priorities and an implementation schedule for counseling and student service programs.
- * (5) Promote school wide social and emotional learning
- * (6) Assist in curriculum development for registration and correct placement of students.

Administrative/Management

- * (7) Review, evaluate, and select a variety of materials to support a well-balanced counseling program.
- * (8) Implement, coordinate, and monitor school-wide counseling services and activities.
- * (9) Establish an environment for an effective counseling program.
- * (10) Establish and follow procedures for appropriate intervention in accordance with school, district, and state laws, rules, and policies.
- * (11) Use technology resources effectively.

Assessment/Evaluation

- * (12) Demonstrate knowledge of theories, techniques, and instruments used for assessments.
- * (13) Assist with the administration of tests and screening instruments, interpret scores, and communicate results.
- * (14) Explain nature and purpose of assessment in an understandable manner, including its uses and limitations, and provide feedback to appropriate individuals.
- * (15) Exercise confidentiality in the sharing of test results.
- * (16) Use relevant assessment data to make recommendations to students, parents, teachers, and other professionals.
- * (17) Evaluate counseling program objectives using feedback from students, parents, and staff through school improvement activities and climate surveys.

Intervention/Direct Services

- * (18) Provide personal/social growth counseling (individual and group) concerning academic success, understanding of self and others, communication skills, decision-making, relationship skills, conflict resolution, goal setting, and effective coping skills necessary to refuse participation in substance abuse and physical violence.
- * (19) Recognize, appreciate, and serve the cultural differences and special needs of individuals and families.
- * (20) Recognize overt indicators of student distress or abuse and take appropriate intervention, referral, or reporting action.
- * (21) Provide crisis intervention services including follow-up services as appropriate.
- * (22) Orient new students and their parents and assist students moving from grade to grade or school to school.
- * (23) Implement programs for career awareness and (at high school level) comprehensive educational/career plans which target high school completion, post-secondary opportunities, scholarships, and financial aid information.
- * (24) Ensure that student growth/development is continuous and appropriate for age group and/or student program classification.

Collaboration

- * (25) Consult with students, parents, teachers, and other school staff to assist in meeting needs of students.
- * (26) Work effectively with parents.

SCHOOL COUNSELOR (Continued)

- *(27) Serve as advocate for students.
- *(28) Establish an effective working relationship with outside services and make appropriate referrals for psychological, social work, health, and community services.
- *(29) Participate in multidisciplinary conferences concerning individual cases of special need, including academic, social, cultural, emotional, and economic.

Staff Development

- *(30) Develop and implement an annual Professional Development Plan in accordance with district and state requirements.
- *(31) Provide information to and/or inservice for teachers, administrators, and other school staff.
- *(32) Keep abreast of current trends in counseling and guidance.
- *(33) Participate in meetings, training sessions, and other activities for improvement of professional knowledge and skills.

Professional Responsibilities

- *(34) Maintain professional and ethical standards as outlined by the American School Counselor Association and The Code of Ethics and the Principles of Professional Conduct of the Education Profession in Florida.
- *(35) Prepare all required reports and maintain all appropriate records.
- *(36) Use positive interpersonal skills to encourage cooperative efforts between staff, students, families, and the community.
Perform other tasks consistent with the goals and objectives of this position.

*Essential Performance Responsibilities

PHYSICAL REQUIREMENTS:

Medium Work: Exerting up to 50 pounds of force occasionally, and/or up to 20 pounds of force frequently and/or up to 10 pounds of force as needed to move objects.
May be required to restrain a physically active individual as a temporary safety measure.

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TERMS OF EMPLOYMENT:

Instructional	Pay Grade	Elementary 196 days worked per year (10 months)
FLSA Exempt		Secondary 216 days worked per year (11 months)

EVALUATION:

Performance of this job will be evaluated in accordance with provisions of the Board's policy on evaluation of personnel.