

# KŪLIA ACADEMY

## **Counselor**

Full-Time

### **Skills and Qualifications:**

- Hold a Hawaii license in school counseling.
- Preference will be given to candidates who speak Ilocano, Tagalog, Hawaiian, Marshallese, Chuukese or Samoan fluently.
- Demonstrate the ability to design, implement, analyze, and document outcomes of a comprehensive school counseling program based on national and state standards.
- Demonstrate the ability to support student achievement, social/emotional development, and college/career readiness.
- Abide by the American School Counselor Association's Ethical Standards for School Counselors.
- Demonstrate the ability to work with diverse groups.
- Demonstrate the ability to effectively communicate, both orally and in writing.
- Demonstrate knowledge of technology and software applications appropriate to job responsibilities.

### **Responsibilities and Duties:**

- Help with pre-opening tasks, student recruitments activities.
- Meet with prospective students and parents, conduct orientation meetings and home visits
- Design and implement a data-driven, comprehensive school counseling program for all students to address barriers to student learning and to close the achievement/opportunity gap.
- Provide school counseling core curriculum, individual counseling and student planning, classroom lessons, small group counseling, and preventative and responsive services.
- Provide referrals for additional assistance and consultation/collaboration with parents, teachers, administrators, and other stakeholders to create a learning environment promoting educational equity, access, and success for every student.
- Deliver programs that promote students' development of essential mindsets and behavior standards including, but not limited to, learning skills, social skills, self-management skills, and college/career readiness skills.
- Review and disaggregate student achievement, attendance, and behavior data to identify and implement interventions with current knowledge of promotion, retention, and graduation requirements.
- Use school data to identify and assist individual students who do not perform at grade level and do not have opportunities and resources to be successful in school.
- Discuss strategies with teachers on how to bring low performing students up to the grade level
- Create yearly, data-driven goals that advance student outcomes in areas of academic, social/emotional, and college/career development.
- Use the skills of leadership, advocacy and collaboration to create systemic change to improve the academic, social/emotional, and post-graduate success of all students.
- Infuse cultural competence, ethical and professional competencies in planning, organizing, implementing and evaluating the comprehensive school counseling program.
- Act as a systems change agent in collaboration with the school leadership team to ensure a safe, supportive, and respectful school climate that promotes the social/emotional and academic development and success of all students.
- Foster family and community partnerships to support the social/emotional and academic development of all students, conduct home visits and meetings with families.
- Provide preventative education and skill building along with counseling for students during times of transition, separation, heightened stress and critical change.
- Use appropriate responses and a variety of intervention strategies to meet the needs of the individual, group or school community before, during and after crisis response.
- Support the continuum of mental health services, including prevention and tiered intervention strategies, and collaborates with both school-based and community mental health providers to enhance student success.

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- Use student data to demonstrate a need for systemic change in areas such as course enrollment patterns; equity and access; and achievement, opportunity and/or information gaps.
- Advocate for student equity and access to a world-class education that leads to high school graduation and fosters post-graduate success.
- Analyze and reports outcomes of the school counseling program and goals, which are presented in the context of the overall school and district performance.
- Utilize technology effectively and efficiently to plan, organize, implement and evaluate the comprehensive school counseling program.
- Use legal and ethical decision-making based on standards and principles of the school counseling profession and educational systems, including district and building policies.
- Lead the analysis of student performance data, rigorous goal-setting, and development of effective action plans for improving academic, social/emotional, and post-graduate outcomes for all students.
- Prepare students for the transition to the next level: high school and post high school activities/options.
- Plan and coordinate programs such as career and high school fairs, test skills preparation, improved/perfect attendance celebrations and other extensions of the counseling program to support students' knowledge of post-secondary options.
- Assist students in navigating their academic, workplace and community experiences, through the use of individual student planning which includes individual graduation portfolios (IGP), student interviews and other planning tools.
- Collaborate with parents/guardians and educators to assist students with educational and career planning. Participates in school management teams in order to advocate for students needs and provide guidance for school staff.
- Follow adopted policies and procedures in accordance with School Board priorities.
- Perform other duties as specified in local, state and federal rules, laws and statutes.

### **Compensation:**

HSTA salary schedule + \$5000

### **How to Apply:**

E-mail resume and letter of interest to [academykulia@gmail.com](mailto:academykulia@gmail.com)