



SECTION 1302
CATEGORY Administration
SUB-CATEGORY Supervisor of School Counseling, 9-12 – 12-Month

QUALIFICATIONS:

1. New Jersey certification as a Supervisor, Director of Student Personnel Services, or Director of School Counseling.
2. A minimum of three years school counselor experience.
3. Previous supervisory experience preferred.
4. Exceptional writing, oral, interpersonal, and analytical skills.
5. Knowledge of applicable laws, regulations and procedures.
6. Required criminal history check and proof of US citizenship or legal alien status.
7. Such alternative or additional qualifications as the Superintendent or Board of Education may deem appropriate.

REPORTING RESPONSIBILITIES

The Supervisor of School Counseling reports to Directors, Assistant Superintendents, and the Superintendent. He or she works in collaboration with Building Administrators.

SUPERVISORY RESPONSIBILITY AND AUTHORITY

The Supervisor of School Counseling is responsible for the supervision and evaluation of all designated personnel. This supervisory process will take place in conjunction the Superintendent, Assistant Superintendents, Directors, and Building Administrators.

JOB GOAL

The Supervisor of School Counseling, guided by Board of Education policy, the administrative rules of the Superintendent, the Assistant Superintendents, and the Director of Curriculum, is a specialist in a designated area or areas who provides leadership and administrative oversight within that or those areas. The Supervisor will develop, coordinate, and evaluate all phases of the school counseling program grades 9-12. The Supervisor advises and assists counselors, principals, supervisors, directors, consultants and other administrative staff with regard to school counseling methodology, materials, and programs.

The Supervisor of School Counseling must possess the skills necessary to identify and implement effective counseling programs and must be able to assist counselors in developing a variety of effective counseling strategies. It is the Supervisor's responsibility to direct the development and evaluation of the 9-12 school counseling program and monitor the implementation of that program with the assistance of the school principals.

The position may, depending on need, also require counseling responsibilities.



TERMS OF EMPLOYMENT

Contract consistent with the agreement negotiated with the applicable bargaining unit.

PERSONAL EVALUATION

The Supervisor shall be evaluated in writing in line with state requirements and Board of Education policy and regulation by any of the following or combination of the following: the Director of Curriculum, the Assistant Superintendent for Curriculum and Instruction, the Assistant Superintendent for Personnel, Assistant Superintendent for Special Services, and the Superintendent at least once each year. The evaluation shall be based in part on the performance of the responsibilities indicated in this position description.

PERFORMANCE RESPONSIBILITIES

A. Financial Planning/Management

1. Maintains a current inventory of supplies, materials, and equipment. Completes inventory annually by June 30th and submits a list of new capital equipment to Business Administrator/Board Secretary.
2. Prepares and monitors the department's budget with teacher, counselor, building administrator, and central office input.
3. Prepares budget requisitions for purchase of approved budget items.
4. Monitors approved budget orders to ensure they correspond with approved appropriations.

B. Staff Development

1. Assists the administration in the recruitment and selection of counseling staff and reassignment of staff already employed in the district.
2. Provides input into the department observation schedule in cooperation with central office and building administrators.
3. Makes formal observations of department staff and prepares written observation and evaluation reports in accordance with the State of New Jersey Department of Education guidelines.
4. Guides staff regarding observations, goals, and summative evaluations.
5. On a scheduled basis, prepares, collects, reviews and monitors counselor plans, materials, and activities and makes recommendations for growth and improvement.
6. In conjunction with the Directors and the Assistant Superintendent of Curriculum and Instruction, develops comprehensive in-service programs and courses responsive to staff development needs. In-service needs are to be identified, in part, from findings of the appraisal process and program evaluation.
7. Develops schedules for professional development to include workshops and lectures by outside consultants as well as district staff, visits to schools within the district to see existing programs, and visits to schools outside the district to see exemplary programs not currently available within the district.
8. Works with staff members to complete program-related activities including, but not limited to, curriculum writing, program review, and the pilot process.
9. Visits all 9-12 school counselors in order to assist them with their building-specific programs.



10. Circulates informational publications and informs department staff on the latest trends in the discipline as aspects of professional development.
11. Makes recommendations to building administrators relative to scheduling of department staff, teachers, and classes for preparation of the master schedule.
12. Analyzes department staffing patterns and makes recommendations for improvement to building administrators.

C. Program Development and Implementation

1. Works collaboratively with other administrators in planning the curriculum in order to facilitate articulation of the programs.
2. Leads the district's program review cycle to audits curriculum, instruction, and assessment within the department and develop recommended modifications in cooperation with central office personnel and building administrators through the Office of Curriculum and Instruction.
3. Implements and evaluates important curriculum and pilot programs.
4. Develops a five-year plan for the department.
5. Cooperates in the design, writing, and coordination curriculum projects.
6. Coordinates the review, selection and distribution of department instructional materials, textbooks, and equipment.
7. Reviews lesson plans and records of department members at appropriate intervals to assure that the requirements of the curriculum are being delivered.

D. District/Building Management

1. Assists with a maintenance schedule of department equipment and alerts the building administrators of needed repairs.
2. Establishes, monitors, and encourages teachers and counselors to conduct extra help sessions.
3. Assists as needed with the development and implementation of school safety plans for buildings connected to department.
4. Plays an active role in communicating and working with building and district administrators to solve problems dealing with resources and personnel, and in recommending solutions which contribute to successful academic, personal, and social experiences for district pupils.
5. Schedules and arranges programs for district-wide meetings.
6. Forms study groups and workshops that are directly related to the program used with the students.
7. Works with Special Services Department staff in a developmental and advisory capacity as well as helping with the in-service training of staff.
8. Implements Board policy, district and state regulations, and collective bargaining agreements.
9. Maintains documentation of all program activities.

E. Communication

1. Organizes and attends meetings at the department, school, and district levels.
2. Maintains parental contact and monitors teacher or counselor/parent communication.
3. Works closely with building administrators and guidance department staff regarding student scheduling problems, changes and student progress.
4. Develops and implements a plan for the use of community personnel and/or activities to enhance the department instructional process and/or programs.
5. Disseminates and monitors the implementation of goals (Strategic, Board, District, Building, and Department).
6. Communicates to department staff administrative directives.
7. Compiles reports, data, and information as necessary.
8. Processes the first level of the grievance procedures.



9. Communicates department concerns to the administration.
10. Maintains communication with the building and central administration.
11. Prepares monthly and/or yearly reports regarding department programs, budgets, concerns, and supervision.
12. Completes in an accurate and timely manner all required local, state and federal reports.
13. Maintains communication with the state, county, and community organizations specializing in child welfare, mental health, protective, judicial, and support services.
14. Maintains communication with industry, businesses, and parent/guardian groups.
15. Disseminates information to district staff, administrators, and the community.
16. Develops internal procedures to respond effectively to parental suggestions and complaints.
17. Prepares clear and concise correspondence, reports and agenda to meet staff needs.
18. Consults and maintains liaison between school counseling services program and other district programs including special services, special programs, alternative education, and compensatory education.
19. Prepares and submits press releases to designated individuals when appropriate.

F. School Counseling Responsibilities

1. Assists in evaluating and interpreting results of standardized tests to discover program strengths and weaknesses.
2. Participates in the development and implementation of programs for parents/guardians that relate to meeting the educational needs of students, including establishment of a School Counseling Services Advisory Committee.
3. Develops the master schedule at the high school.
4. Provides district and building administrators with pertinent data concerning curriculum implementation and development.

G. Other Duties

1. Maintains confidentiality in all areas of the assignment.
2. Assumes other duties and responsibilities incidental to the office or as assigned by the Superintendent of Schools.
3. Adheres to all district policies and regulations, including but not limited to:
 - a. Teaching Staff Member/School District Reporting Responsibilities – 3159
 - b. Physical Examination – 3160
 - c. Substance Abuse – 3218
 - d. Electronic Communications between Teaching Staff Members and Students – 3283
 - e. Sexual Harassment – 3362

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.



WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Adopted: 13 December 2022