



POSITION

Counselor

MAEF Public Charter Schools (MPCS)
Mobile, Alabama

Reports Directly to Principal

Salary: \$52,000.00 - \$75,000.00 a year

- Performance Incentives based upon network academic performance

Position Overview

ACCEL Academy, recognized throughout for its forward-thinking and progressive culture, is seeking school counselors. The certified school counselor provides leadership by implementing a comprehensive, data-driven school counseling program aligned with the district and school's mission to promote academic, social/emotional, and college/career development while ensuring equity and access for all students.

- Reviews and disaggregates student achievement, attendance, and behavior data to identify and implement interventions with current knowledge of promotion, retention, and graduation requirements.
- Uses school data to identify and assist individual students who do not perform at grade level and do not have the opportunities and resources to succeed in school.
- Creates yearly, data-driven goals that advance student outcomes in academic, social/emotional, and college/career development.
- Uses the skills of leadership, advocacy, and collaboration skills to create systemic change to improve all students' academic, social/emotional, and post-graduate success.
- Performs other duties, as deemed appropriate, by the Principal.

Essential Functions

Promoting a Positive School Climate

- Acts as a systems change agent in collaboration with the school leadership team to ensure a safe, supportive, and respectful school climate that promotes all students' social/emotional, and academic development and success.
- Fosters family and community partnerships to support all students' social/emotional, and academic development.
- Infuses cultural competence and ethical and professional competencies in planning, organizing, implementing, and evaluating the comprehensive school counseling program.



- Provides preventative education, skill building, and counseling for students during transition, separation, heightened stress, and critical change.
- Uses 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.
- Supports the continuum of mental health services, including prevention and tiered intervention strategies, and collaborates with school-based and community mental health providers to enhance student success.

Leadership and Advocacy

- Develops and communicates a school counseling mission statement that is specific, concise, clear and comprehensive, describing a school counseling program's purpose and vision of the program's benefits for every student in alignment with the school, district and state missions.
- Uses 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.
- Advocates for student equity and access to a world-class education that leads to high school graduation and fosters post-graduate success.
- Analyzes and reports outcomes of the school counseling program and goals, which are presented in the context of the overall school and district performance.
- Utilizes technology effectively and efficiently to plan, organize, implement and evaluate the comprehensive school counseling program.
- Uses legal and ethical decision-making based on standards and principles of the school counseling profession and educational systems, including district and building policies.
- Collaborates with school staff in analyzing student performance data, rigorous goal-setting, and developing effective action plans for improving academic, social/emotional, and post-graduate outcomes for all students.

Additional Job Functions

- Follows adopted policies and procedures in accordance with Network priorities.
- Performs other duties specified in local, state, and federal rules, laws, and statutes.

Ability to:

- Demonstrates the ability to design, implement, analyze, and document comprehensive school counseling program outcomes based on national and state standards.
- Demonstrates the ability to support student achievement, social/emotional development, and college/career readiness.
- Abides by the [ASCA Ethical Standards for School Counselors](#).
- Demonstrates the ability to work with diverse groups.
- Demonstrates the ability to communicate effectively, both orally and in writing.



- Demonstrates knowledge of technology and software applications appropriate to job responsibilities.

Required Qualifications

- Holds or is eligible for a certificate in school counseling, which requires a master's degree or higher in guidance and counseling or counselor education.

Terms:

Twelve (12) month, 240 days contract with a salary established by the Board in terms of the Administrative Provisions and based on experience and qualifications.

Salary: \$52,000.00 - \$75,000.00 a year

- Performance Incentives based upon network academic performance

Benefits: Full-time employees receive health benefits through the Alabama Public Education Employees' Health Insurance Program (PEEHIP) and retirement benefits through the Alabama Teacher Retirement System.

The board members are looking for a transformational educator who will lead the personalized learning environment. All interested candidates should apply and adhere to the following steps:

1. Email your resume and cover letter to:

jobs@accelacademymobile.com.

Note: Your cover letter must include a response to the following essay question: In 100-400 words, please explain why you are an excellent candidate to lead at ACCEL Academy, including any experience and specific data/accomplishments that will demonstrate your ability to meet and/or surpass the goals and mission of ACCEL Academy.

2. All correspondence regarding your application will be sent via email to the email address you place on your resume. Please make sure you enter your address correctly and check your email regularly. If your email account utilizes a SPAM filter, it is your responsibility to identify "@accelacademymobile.com" addresses as "safe" so that you are able to receive email messages from these addresses or save this email address as a contact.
3. All inquiries regarding this position should be emailed to jobs@accelacademymobile.com.

Candidates will be evaluated in accordance with their qualifications as well as professional accomplishments with an emphasis on adherence to the application process.



The community and students we serve are diverse, and we are committed to reflecting that diversity in our staff. We strive to have the most diverse applicant pool possible. Thus, we encourage individuals of all backgrounds to apply for any position at ACCEL Day and Evening Academy. By fostering a diverse and inclusive environment, we provide the best educational experience to prepare our students for a future reflective of the world in which we live.

ACCEL does not discriminate on the basis of age, race, color, sex, sexual orientation, religious preference, marital status, disability, national origin, or any other reason prohibited by state or federal law. Employees of the network are required to comply with the provisions of Title VII of the Civil Rights Act and Title IX of the 1972 Educational Amendments.

Alabama school boards are required by state law to verify the employment eligibility of newly hired employees by using the federal E-Verify program. New employees are required to provide a Social Security number, an unexpired identity document that contains a photograph, and other acceptable documents that establish employment eligibility. In addition to determining whether a new hire is authorized to work in the United States, E-Verify will confirm that the employee's name and Social Security number match.

All applicants must pass a background check through the Alabama State Department of Education to be eligible for employment.

I have read and understand this job description. My signature acknowledges that I am capable of performing the essential functions of this position with or without reasonable accommodations.

*Employee Signature: _____ Date: _____

Employee Printed Name: _____