High School Social Emotional Counselor

Department Departamento	Student Support Services and school division
Immediate Supervisor Superior Imediato	Divisional administrator (Principal or Associate Principal)

Primary Purpose of the Position Principal propósito da Vaga	Graded's Social-Emotional Learning (SEL) Counseling Team integrates international and American best practices to support student well-being. Grounded in the standards set by the International School Counselor Association (ISCA) and the American School Counselor Association (ASCA), the approach is proactive, data-informed, and culturally-responsive. This comprehensive SEL program promotes practices building emotional resilience, academic success, and personal growth. These practices and procedures exist within a Multi-Tiered System of Support (MTSS) framework and include confidentiality, consent, referrals, and collaboration with Graded teachers and specialists, as well as external specialists. Fostering equity and inclusion is a core component of the counseling program. Counselors provide support that is accessible and culturally responsive to all students, regardless of background or individual circumstances. They advocate for students facing systemic barriers within the Graded community and work to cultivate an inclusive school environment where every student has an opportunity to succeed.
Main Duties and Responsibilities Principais Funções e Responsabilidades	The school counselor plays a crucial role within a Multi-Tiered System of Support (MTSS) by providing students with the appropriate level of academic, social-emotional, and behavioral support. Social-emotional and behavioral support within an MTSS framework includes a range of proactive and responsive strategies designed to meet the diverse needs of students at different levels of intervention, including: **Tier 1: Universal supports include proactive programs, instruction, and practices designed to promote the social-emotional well-being of all students.** • Serve as a student advocate for all students on their caseload. • Lead and contribute to divisional social-emotional learning (SEL) programs.

	● Collaborate with school leadership to further develop school-wide behavior expectations. ● Lead student of concern processes with teacher teams, brainstorming strategies that include SEL, executive functioning, behavioral, and instructional strategies. ● Participate in divisional Student Support Team (SST) processes. ● Provide teacher and staff training on SEL strategies and mental health awareness. ● Support and/or lead conflict resolution and peer mediation. ● Organize and/or support wellness and resilience-building initiatives. ● Organize and lead parent educational workshops on SEL topics and student mental health. ● Lead, assist, and/or deliver MS Advisory, HS Mentoring, LS Guidance, and HS Seminar curricula that integrate SEL principles. ● Transition students in and out of Graded and between school divisions. Meet with new students and families for orientation and transition support. ● Advise and communicate with trip leaders regarding precautions for students of concern prior to school trips. ● Lead and participate in CSG training for faculty and staff and deliver CSG lessons to students. ● Lead the Student Ambassador Program. **Tier 2: Targeted support.** ● Provide time-limited individual or small-group interventions for students requiring additional social-emotional or behavioral support. ● Provide short-term individual and group counseling to address students' academic, social-emotional, and behavioral needs. **Tier 3: Intensive individualized support.** ● Work collaboratively with external support services to promote student well-being. ● Develop and case manage individualized student support and plans, such as behavior plans and SEL accommodation plans.

	● Co-case manage individual student plans with learning support and nursing when needed. ● Participate in the Crisis Management Response Team when needed. ● Participate in child safeguarding response teams. ● Receive, document, and report child safeguarding concerns. **Additionally, Graded SEL Counselors will:** ● Positively contribute to regular administrative meetings (divisional administration, K-12 Counseling team). ● Serve on grade-level and/or divisional admission committees. ● Maintain strict confidentiality, mandatory reporting protocols, and secure, restricted access to sensitive and confidential student records. ● Work up to six additional days per academic year outside the standard faculty calendar (e.g, orientation/pre-service days and admissions support), with additional compensation.

Certifications and Education	**Required** / Necessários
	● Master's in school counseling or equivalent and a valid certification (or the substantial equivalent). ● Training and experience in child safeguarding practices and processes. ● Fluent in English written and verbal communication.
	Desired / Desejáveis
	● Social Communication training / certification. ● Restorative Practices / Restorative Justice training/ certification. ● Crisis Intervention and Prevention training/ certification ● Specialized certification in Social-Emotional Learning (e.g., CASEL). ● Recognized certification in International Child Safeguarding or Trauma-Informed Care (e.g., ICMEC, CIS).

Experience, Knowledge, Skills, Abilities and Attributes	**Required** / Necessários
	● Experience in child safeguarding frameworks, systems, and protocols.

	• Experience fostering a collaborative and supportive approach when working alongside teachers, parents, and administration. • Minimum two years of experience serving as a school counselor. • Demonstrated commitment to supporting a diverse student community. • A genuine commitment to the wellbeing, belonging, and success of students. • Experience leading the support of SEL issues through peer mediation, restorative practices, and targeted interventions. • An aptitude for building and maintaining positive relationships with students, colleagues, and parents. • A highly organized, team-oriented, and empathetic professional who demonstrates flexibility in adapting to dynamic student and school needs. • A collaborative approach to resolving problems.
	Desired / Desejáveis
	• International school counseling experience. • Ability to effectively communicate and present to large audiences. • Experience facilitating program design, implementation, and review. • Proficiency in digital platforms, such as Google, CPOMS, PowerSchool, and Toddle, and the application of ethical AI practices to inform and enhance counseling workflows. • Strong understanding of effective instructional strategies and pedagogy to support teachers' Tier 1 practices.

HOW TO APPLY

Interested candidates for positions at Graded should apply using the following channels according to their situation:

Local Hires	who holds a Brazilian citizenship or is granted the right to work in Brazil	**PandaPé**
Foreign Hires	who requires application for a Brazilian work visa	**GRC** or **Search Associates**