



School Counselor - Job Description

The Franklin School of Innovation (FSI) is a rigorous, college-preparatory, interdisciplinary, public charter middle and high school in Asheville, N.C. that uses the EL Education (formerly Expeditionary Learning) model to prepare students in grades 5 -12 to create their own futures. The school opened in August, 2014, serving grades 6 – 9. The school has expanded each year and serves students in grades 5 - 12. The school intends to serve students in person for the 2021-2022 school year.

The FSI Mission:

The Franklin School of Innovation is preparing the next generation of leaders, capable of solving problems and participating effectively and ethically as local and global citizens. Through challenging academics, real-world learning, and community engagement, our students discover their potential, develop persistence and recognize the value of others. Our graduates are ready for the future they will create.

Core Elements of our Educational Model:

- *Learning Expeditions:* Expeditions are long-term, teacher-designed studies, often multi-disciplinary, that involve students in original research, critical thinking and problem solving. They incorporate fieldwork or service learning and culminate in student products of value to an external audience.
- *Crew:* Crew is an integral component of EL Education schools, in which small groups of students meet with an adult advisor several times a week to explicitly work on team building, relationships, our Habits of Scholarship, and prepare for Personal Learning Plans and portfolios.
- *8th & 10th Grade Passage Portfolios:* All students develop individual portfolios to demonstrate mastery of academic standards as well as development of habits of scholarship and self-reflection. At 8th and 10th grades, these portfolios are used to showcase students' readiness to move forward to the next level of education.

- *Internships/Independent Projects:* Every high school student will complete a self-designed internship or independent project to develop practical career and life skills.
- *Service Learning:* Integrated into our academic program to enrich learning, provide real-world applications, and build students' understanding of themselves as local and global citizens.

Job Description:

The High School Counselor is part of a collaborative team with primary responsibility for delivering FSI's instructional program and creating an environment that promotes student achievement, values diversity, and ensures equitable access to opportunities for all FSI students. Development of student leadership and character traits is an integral component of our educational program, delivered through the Crew program.

This position will have primary responsibility for providing support to high school students; however the position is part of the school counseling team, and will work together with the team to meet the needs of all students.

The High School Counselor reports to the High School Principal.

Responsibilities include:

- Effectively and appropriately assess and address the needs, characteristics, and interactions of students, families, and community;
- Use knowledge and understanding of the reciprocal influences of home, school, and community to intervene for student success via such practices as assessment, crisis intervention, home visits, conflict resolution, individual and group counselling, consultation, program development, dropout prevention, and coordination of school and community services;
- Advocate for appropriate services for students and their families;
- Consult and collaborate with stakeholders on behalf of students and their families;
- Effectively plan, implement, and evaluate programs that promote student and family success;
- Use assessment and evaluation results to develop appropriate interventions for students, families, schools and communities;

- Develop long-term and short-term intervention plans consistent with curriculum, with students' needs, strengths, diversity and life experiences, and with other social and emotional factors;
- Assist with tracking student attendance and developing support and intervention plans to address chronic absenteeism;
- Provide services to students in ways that build upon individual strengths and offer students maximum opportunities to participate in the planning and direction of their own learning experience;
- Provide appropriate follow-up to ensure that students' needs are being met;
- Act as a point of contact for outside organizations working with students and their families;
- Provide support to Crew advisors;
- Provide or arrange for appropriate training, support, and coordination of the Peer Support Council, a student team that provides peer mediation and review and recommendation of restorative justice for violations of school code of conduct;
- Attend staff development and team planning meetings during designated hours;
- Attend required IEP/Exceptional Children meetings;
- Participate or support extracurricular offerings of FSI, such as afterschool clubs, sports, theatre or music groups;
- Perform other duties, as deemed appropriate

Requirements:

- Commitment to FSI's mission and educational program;
- Master Level in School Counseling or Licensed Social Worker;
- 3 years experience in school or related setting;
- Personal initiative and desire for responsibility;
- Strong communication skills
- Ability to work collaboratively with teachers/staff;
- Leadership capacity;
- Familiarity with the local community.

Compensation and Development:

- Salary Target: Competitive
- Retirement
- Medical benefits

- On-going Professional Development with Expeditionary Learning including one-on-one technical assistance from EL staff, regional and national training institutes.
- Non-EL regional/state/national training, programs and conferences on areas of: school startup, finance, and leadership.

Application Process: Please email application to jobs@thefsi.us. No faxed applications, please. Complete application packets include: Cover letter, résumé/curriculum vitae, copy of credentials, transcripts, three letters of recommendation, references, and (optional) any supporting evidence of excellence in educational leadership. **Applications will be reviewed as received.**

All applications will be treated as confidential.