



## **JOB ANNOUNCEMENT — PROFESSIONAL SCHOOL COUNSELOR, YELLOWHAB**

*"For me, it's almost magical being able to come up with ideas and then have them materialize." - Lonnie Johnson, NASA Engineer and Inventor of the Super Soaker Water Gun*

### **YELLOW's MISSION**

We will EVEN THE ODDS for all youth through education. We believe the pull of gravity should not change by zip code and that every child deserves an equal opportunity to thrive.

YELLOW is a 501(c)(3) headquartered in Virginia Beach and serves children and families in the Hampton Roads community and beyond through a growing national footprint, working to transform education and teach for the future.

### **WHAT MAKES YELLOW DIFFERENT**

We put youth at the center, surrounding them with an ecosystem of supports to realize their unique potential and thrive. At YELLOW, our students see themselves, the world and their futures through the lens of limitless possibility.

**YELLOW** has five priorities to transform education and teach for the future:

- Abolish Remedial
- Revolutionize Teaching
- Inspire Entrepreneurship
- Nourish Youth
- Enlist Communities

### **SEEKING CHANGE-MAKERS**

We are searching for leaders who understand the importance of interrogating the status quo, dismantling inequitable systems and structures, and building up our youth through a persistent vision and hope which shapes the vision of academic success for all students.

YELLOW is redefining education across multiple touch points and has designed a comprehensive educational model called YELLOWHAB. The first YELLOWHAB opened September 2021 in Norfolk, Virginia and served 40 elementary-aged children grades 3rd through 5th. Currently YELLOWHAB serves 40 explorers in grades 4<sup>th</sup> through 7<sup>th</sup>. We will continue to expand our community of micro-schools to serve K-12 students locally and nationally.

Successful candidates for the Professional School Counselor position at YELLOWHAB will be independent thinkers, collaborative leaders, and creative problem solvers with a passion for serving youth and families for whom opportunities to thrive in life have not been equally distributed. Successful candidates will be confident amidst change and excel in the challenge of positive disruption. They will view education, learning, and the counseling profession through a future-focused lens.

### **YELLOW APPROACH**

- **Own the Experience** — As a Professional School Counselor, you will have the opportunity to define and adapt the day-to-day experience at YELLOWHAB. From defining the vision to obsessing over every detail, you will build a transformative experience alongside the YELLOW team to re-imagine a child's educational experience.

# YELLOW™

- **Champion the YELLOW Culture** — Groundbreaking educational accomplishments happen more frequently when students and educators enjoy the process of learning. With a strong focus on immersive and collaborative learning, YELLOW works to build up the individual and communal identity of all children and adults alike.
- **See Possibility** — Believe that every student can learn, in their time, in their way. At YELLOWHAB, students will be the change-makers, the innovators, the future. They'll all be on a different journey and arrive at their destinations at staggered intervals. You will give students an opportunity to do meaningful and real work, as well as multiple chances to celebrate their own contributions. You will build their self-esteem and self-efficacy.
- **Implement the Future** — Implement a contextually and culturally relevant future-ready curriculum and assessment methodology. Our competency-based approach customizes every learner's journey, and our "Work the Problem" methodology is an innovative and creative process to approach challenges. Students will explore and frame problems with understanding and work towards solutions with a balance between divergent thinking and disciplined execution. This mindset applies to our leadership as well.
- **Be a Servant Leader** — Inspire students, families, the community, and the whole team by working and learning alongside them. Build a rich community for all adults and students, where big ideas thrive and take hold in the real world.
- **Value Life-Long Learning** — Leaders are constantly reflecting and thinking about ways to improve practices. Modeling the importance of lifelong learning is critical for your team and for students to see and value.
- **Embody Anti-racist Leadership** — Represent the ideals that YELLOW stands for and embrace the unique possibility in each individual. Through reflection and action, commit to ongoing study, collaboration and community building to stay cognizant of racial issues and demonstrate actions that reflect the realities. Focus on doing things that are good for oneself, each other, and the world.

## YELLOWHAB PROFESSIONAL SCHOOL COUNSELOR JOB SUMMARY

Under the direct supervision of the Site Director, the YELLOWHAB Professional School Counselor plans and provides for appropriate services for students. The person in this position will provide an atmosphere and environment conducive to the intellectual, physical, social and emotional development of all students. They will monitor and evaluate student outcomes; communicate and interact with students, families, staff and community; and develop, select and modify guidance lessons and materials to meet the needs of all students.

The Professional School Counselor ensures the provision of high-quality services and an equitable and positive educational experience for all students. Working with Site Director and staff to design, evaluate and improve student-centered support is at the heart of this work. The YELLOWHAB Professional School Counselor must cultivate positive relationships with students, colleagues, families, and the community at large.

Successful candidates for the YELLOWHAB Professional School Counselor will be independent thinkers, collaborative leaders, creative problem finders, and innovative solutionists with a passion for serving youth and their families for whom equitable access to opportunities to thrive in life have not been equally distributed. Successful candidates will be confident amidst change



and thrive amidst circumstances of positive disruption. They will view education, learning, and the counseling profession through a future-focused lens and prepare to be different.

### **PROFESSIONAL SCHOOL COUNSELOR ROLES AND RESPONSIBILITIES**

- Embodies the YELLOW priorities of Abolish Remedial, Revolutionize Teaching, Nourish Youth, Inspire Entrepreneurship, and Enlist Communities in all work activities and actions for the purpose of creating an environment where students are successful.
- Provide high level services to students in the areas of academic and personal/social development.
- Counsel students individually and in small groups.
- Conduct classroom guidance activities in the area of personal and social development.
- Expose students to career exploration and interest inventories.
- Collect, analyze, and use school data frequently to ensure the school counseling program is meeting the academic and personal/social development of all students.
- Prepare reports, records, and all other required information and data.
- Encourage teacher/parent communication and community involvement.
- Assist students in conflict resolution.
- Manage crises and create crisis management plans.
- Assist in the identification of students and families who may require additional support.
- Create intervention/restorative justice programs as well as educational plans to ensure academic success and personal well-being.
- Interpret student records.
- Initiate student programs.
- Refer students to appropriate school personnel and community agencies.
- Participate in student growth conferences.
- Serve as a resource for school personnel and families.
- Maintain a variety of files/records and library of supplementary and reference materials.
- Explain and interpret HAB policies, goals and objectives to students, families, and the community partners that impact students' academic achievement and the school counseling program.
- Create school counseling calendar of programming.
- Establishes and maintains a positive, culturally responsive classroom culture to achieve a collaborative learning atmosphere that honors the unique lived experience of each student.
- Evaluates academic and social growth of students, prepares student growth reports, and keeps appropriate records to include attendance reports, checklists, forms, and other recordkeeping activities.
- Provides consultation and professional development to provide teachers and administrators information, strategies, and approaches for maximizing the total development of students.
- Plans, prepares and delivers school counseling activities that facilitate active learning experiences.
- Collaborates with teaching staff to incorporate goals, competencies and objectives into student action plans in ways that directly apply to the student's life.
- Identifies students who are struggling with learning, emotional problems, or situations at home, and connects with school leadership and agencies to find them the resources they need.



- Ability to work with professionalism, discretion, sound judgment, equity, honesty and personal accountability at all times.

*(Roles and responsibilities listed above are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)*

### **OTHER DUTIES**

- Maintains professional competence by attending staff development programs, curriculum development meetings and other professional activities.
- Participates in various student and family activities which occur in school including PTA, student clubs and after-school activities.
- Performs any other related duties as assigned by the Site Director or other appropriate members of the leadership team.

### **PROFESSIONAL SCHOOL COUNSELOR QUALIFICATIONS**

- Master's degree from an approved Professional School Counselor education program or endorsement in school counseling with Virginia certification in school counseling
- At least three (3) years K-12 school counseling experience is strongly preferred.
- Experience in working with elementary age children strongly preferred
- Knowledge of counseling theories and skills, group dynamics, and small group processes
- Extensive knowledge of K-12 child and multi-cultural development
- Thorough knowledge of local, state and federal standards
- Demonstrates considerable knowledge of FERPA, IDEA, McKinney-Vento Act, ESL and laws concerning student rights and confidentiality, as well as, other state and federal mandates
- Experience in building a culture centered around youth-centered ecosystems
- Critical thinking skills
- Willingness to build and support a learning environment from the ground up, as well as support a diverse group of students
- Effective decision-making, time management, and communication skills.
- Possesses active listening and public speaking skills.
- Computer and systems skills (Student Information Systems, Learning Management Systems, Microsoft Office Suite, Google Workspace and other educational apps and platforms).
- Effective written and verbal communication skills.

### **COMPENSATION & BENEFITS**

This is a full-time salaried position with competitive benefits.

### **HOW TO APPLY TO YELLOW**

Email your cover letter and resume to [careers@teamyellow.org](mailto:careers@teamyellow.org). Please include your name and the position in which you are applying for in the subject line (*i.e. Subject: Professional School Counselor - John Doe*). Learn more about YELLOW at [www.teamyellow.org](http://www.teamyellow.org).



### **EEO STATEMENT**

YELLOW is committed to providing equal employment opportunities to all applicants and employees without regard to age, ancestry, color, religious creed (including religious dress and grooming practices), denial of family and medical care leave, disability (mental and physical), including HIV and AIDS, marital status, medical condition (cancer and genetic characteristics), genetic information, military and veteran status, national origin (including language use restrictions), race, sex (including pregnancy, child birth, breastfeeding and medical conditions related to pregnancy, child birth or breastfeeding), gender, gender identity and gender expression, sexual orientation, being a victim of domestic violence, sexual assault or stalking, or any other protected status in accordance with all applicable federal, state and local laws. YELLOW is dedicated to this policy with respect to recruitment, hiring, placement, promotion, transfer, training, compensation, benefits, employee activities and general treatment during employment.

Thank you for your interest in **YELLOW!**