



## **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*

**LOCATION:** Norfolk, Virginia

### **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 support to realize their unique potential and flourish. At YELLOW, our students see themselves, the world, and their futures through the lens of limitless possibility.

### **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.

### **VALUES**

The Values of YELLOW guide our decisions and behaviors. They include:



**Belonging:** We are Human-Centered. We honor and respect the lived experiences that shape identities and strengthen self. We cultivate frameworks that center equity, empathy and collective solution-building to support our communities.

**Critically Conscious:** We are Catalysts. We are committed to collaborating with all stakeholders to recognize, analyze, and disrupt systems of inequity.

**Culture of Creativity:** We are Creators. We value diverse perspectives to collectively incubate, implement, and iterate ideas to keep pushing us toward innovation.

**Community+:** We are an Ecosystem. We believe the community is the classroom, where mutuality and genius is nurtured and legacies are built.

**Future Forward:** We are Galvanizers. We believe in sharing resources, thinking, and practices to provide sustainable solutions to local, national, and global challenges as we break the norms in learning and EVEN THE ODDS for future generations.

### **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 and lead 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.

# YELLOW™

- 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.

### **WHY YELLOW?**

Competitive full-time salary commensurate with experience

Employer pays 100 % of health, dental, and vision care coverage

Weekly Early Dismissal Day for Professional Development and Teacher Planning

Quarterly Parent-Teacher Conference Days (Asynchronous Days for students)

Designated professional development for individual professional growth

Low student to educator ratio

Classroom supply ordering budget

Monthly Community Learning Experience (Field Trips) to support instruction

Opportunities to build a curriculum for your content area

YELLOW Issued MacBook

Partial phone stipend

(2) Paid Wellness Days a Year used at the discretion of the employee

Annual paid Teacher Workdays

Various paid holidays

### **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**. Include the position you are applying for in the subject line. Applications will be reviewed on a rolling basis until the position is filled.

We are committed to creating a diverse work environment and are proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.

Learn more about YELLOW at [www.teamyellow.org](http://www.teamyellow.org).

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