



*as far as the mind can see*

## **2024-2025 Lower School Counselor**

### **About Francis Parker School:**

Francis Parker School is a coeducational independent day school in San Diego, California with 1315 students in grades JK-12. Founded in 1912, the school's mission is "to create and inspire a diverse community of independent thinkers whose academic excellence, global perspective and strength of character prepare them to make a meaningful difference in the world." Francis Parker School has two campuses in close proximity. One in Mission Hills (Lower School JK-5), and a second in Linda Vista (Middle and Upper School 6-8 and 9-12, respectively).

### **Job Description:**

The Lower School Counselor will develop and deliver social emotional wellness programming for students, parents, and faculty, provide individual and small group counseling services to students, and consult with teachers, families, and external providers to design and implement student supports. The Counselor will be based in the Lower School division as part of the Student Success Team.

***This is a 10-month position plus an additional three weeks of required work during the summer.***

### **Essential Duties/Responsibilities:**

#### **Performance Responsibilities:**

- Consultation regarding behavioral, social and emotional concerns of students consistent with the mission of the School
- Collaborate with parents, Parker staff and community health care providers to promote positive social emotional development and support the behavioral needs of students
- Provide short term counseling and intervention services to individual students or small groups, developing counseling goals and monitoring progress
- Conduct classroom observations and coordinate with teachers to implement intervention strategies
- Provide community referrals for counseling and intervention services and consult with external providers
- Develop behavior intervention plans, monitor effectiveness and refine as needed
- Serve on the Lower School Student Support Team, referring students when appropriate, assisting with record-keeping and monitoring student progress

[www.francisparker.org](http://www.francisparker.org)

Linda Vista Campus  
Mission Hills Campus

6501 Linda Vista Road  
4201 Randolph Street

San Diego, CA 92111  
San Diego, CA 92103

858 / 569-7900  
619 / 298-9110

*as far as the mind can see*

- Plan and deliver developmentally appropriate social emotional wellness and character education programming in the Lower School division
- Collaborate with teachers, nurse and other staff to develop and deliver health curriculum programming (JK to 5th grade)
- Develop and present educational and SEL programming for families and faculty that promotes awareness of mental health and encourage healthy behaviors
- Demonstrate awareness of various family and cultural patterns and promote a culturally sensitive and strengths-based approach when planning interventions
- Explore, develop and assist with implementation of deeper curricular integration of diversity, mental health, social and emotional issues in collaboration with faculty and divisional leadership
- Collaborate with DEIB team to advance diversity, equity and inclusion
- Maintain confidential ongoing counseling notes and all required documentation of student contacts and services
- Participate in weekly counselor meetings, collaborating on the alignment of SEL programming, refining counseling policies and procedures, and consulting on individual students to ensure continuity of support and smooth transitions between divisions
- Assist other divisional counselors with counseling caseloads, when necessary to best meet student needs

**Participation in the following meetings:**

- Faculty meetings
- Student Support Team
- Grade level team
- Miscellaneous: Student grade level transition meetings, Parent/teacher/student meetings

**Qualifications:**

- Advanced degree in Counseling: (e.g., MFCC, LISW, LMFT, LPCC, M.A. Counseling Psychology, School Counseling, or PhD Clinical/Counseling Psychology)
- Independent license or PPS credential to provide clinical services to children/adolescents preferred

*as far as the mind can see*

- Minimum of two years of experience in a school or other educational setting
- Minimum of three years of experience as a counselor/therapist with children and families
- Knowledge and experience diagnosing and treating disorders common in childhood and adolescence
- Specific training and concentration (i.e. coursework, practica, internship) in cultural competency and restorative practices
- Training and experience working with elementary school aged students and delivering classroom instruction related to social emotional wellness and health education
- Experience conducting classroom observations and implementing behavioral intervention strategies
- Demonstrated experience collaborating with classroom teachers, learning specialists, support staff and administrators
- Demonstrated ability to develop and deliver educational programming to faculty and families, particularly in the areas of mental health, social-emotional learning, student safety, and diversity/inclusion
- Strong written and oral communication with students, teachers, and parents
- Knowledge and adherence to legal and ethical guidelines as they pertain to counseling students in educational settings
- High fluency with cross-cultural skills and competencies

**Salary and Benefits:**

Francis Parker School is committed to attracting and retaining the highest quality faculty and staff through a substantial compensation plan, including competitive salary, TIAA retirement benefits and full medical/dental coverage. Individual salary is negotiable depending on years of experience and educational background.

Salary Range: \$85,000 - \$100,000 per year (includes summer work)

The actual salary will be determined by the candidate's educational degree and their years of full-time experience. The starting salary listed reflects this position's minimum experience and educational requirements; the ending salary listed represents the top of the salary structure for this position. Most



*as far as the mind can see*

candidates can expect to enter in the lower to middle section of this salary range, depending on their specific experience and education.

**Non-Discrimination:**

Francis Parker School values diversity and seeks talented students, faculty, and staff from different backgrounds. All employment decisions are made without regard to unlawful considerations of race, color, sex (including pregnancy, childbirth, breastfeeding and related medical conditions), gender, sexual orientation, gender identity or expression, marital status, religion, national origin, ancestry, age, mental or physical disability, medical condition, genetic information, military or veteran status, or any other basis prohibited by federal, state, or local law.

**Application Process:**

If interested in the position, please fill out the electronic [Francis Parker School Employment Application HERE](#). You will need to upload the following documents during this process: a cover letter, resume and transcripts.

If you CANNOT or DO NOT wish to submit your application through the link above, a cover letter, resume, transcripts, and a completed [employment application](#) should be submitted electronically to: [parkerjobs@francisparker.org](mailto:parkerjobs@francisparker.org)

Please find the PDF of our employment application here: [find it here](#)

[Please indicate which position you are applying for in the subject line.](#)

<https://www.francisparker.org/about-us-/employment>

[www.francisparker.org](http://www.francisparker.org)

Linda Vista Campus  
Mission Hills Campus

6501 Linda Vista Road  
4201 Randolph Street

San Diego, CA 92111  
San Diego, CA 92103

858 / 569-7900  
619 / 298-9110