

Counselor, Summer School / Student Promotion and Retention 3rd Grade

Compensation: Hourly rate of \$34/hour. Hourly rate listed is for Fiscal Year 2015.

Location: Washington, DC

Our public school students need your expertise, passion and leadership.

We are looking for highly motivated and skilled talent to join our team at District of Columbia Public Schools (DCPS). We seek individuals who are passionate about transforming the DC school system and making a significant difference in the lives of public school students, parents, principals, teachers, and Central Office employees.

DCPS serves 46,500 students in the nation's capital through the efforts of approximately 3,500 educators in 111 schools. As part of a comprehensive reform effort to become the preeminent urban school system in America, DCPS intends to have the highest-performing, best paid, most satisfied, and most honored educator force in the nation and a distinctive central office staff whose work supports and drives instructional excellence and significant achievement gains for DCPS students.

Position Overview

The Counselor, Summer School / Student Promotion and Retention 3rd Grade position is located in the elementary public schools that have been selected to host the Student Promotion and Retention program within the District of Columbia Public Schools system.

Under the direction of the Student Promotion and Retention Principal, the Counselor, Summer School / Student Promotion and Retention 3rd Grade provides a comprehensive summer school counseling program that is preventative in design, developmental in implementation, and supports DCPS students in the areas of academic achievement and personal and social development. The Incumbent serves as consultant to educators, families and community partners. Additionally, the Incumbent works closely with faculty and staff of local school, DCPS central administration, various social services agencies (i.e., D.C. Child and Family Services Agency (CFSA)), the Superior Court, personnel from other public school systems and parents.

The Counselor, Summer School / Student Promotion and Retention 3rd Grade will work five hours per day (8:00am – 1:00pm), five days per week for a total of 25.0 hours per week.

The Counselor, Summer School / Student Promotion and Retention 3rd Grade reports to the Principal, Student Promotion and Retention.

Essential Duties and Responsibilities

The below statements are intended to describe the general nature and scope of work being performed by this position. This is not a complete listing of all responsibilities, duties, and/or skills required. Other duties may be assigned.

The Counselor, Summer School / Student Promotion and Retention 3rd Grade is responsible for developing, implementing and managing a comprehensive summer school counseling program to serve the academic and social needs of students enrolled in DCPS. The primary purpose of the comprehensive summer school counseling program is the support of the instructional and academic goals of DCPS.

More specifically, the Incumbent performs the following:

Development and Management

- Uses data to develop and inform the development of the summer school counseling program.
- Coordinates comprehensive summer school counseling at the elementary school level.
- Collaborates on the development and management of a comprehensive summer school counseling program with the Principal, Student Promotion and Retention.
- Communicates and shares the goals of the comprehensive summer school counseling program to education stakeholders including students, families and community partners.
- Develops and maintains a written plan for effective delivery of the summer school counseling programs based on the DCPS standard course of study and aligned with the ASCA National Standards for School Counseling Programs.
- Provides direct services to students through preventive and responsive services, including individual student planning.

Preventative and Responsive Services

- Designs, implements and assesses the guidance curriculum.
- Utilizes responsive counseling, initiating individual and group sessions for students' academic, social and personal concerns.
- Consults with families and educators to assess student needs and interests and to discuss appropriate recommendations for educational options.
- Plans and coordinates and provides classroom guidance sessions to meet the identified guidance and counseling competencies in the areas of academic achievement, educational development, and personal and social development to assist students in developing decision-making skills and identifying life goals.
- Assesses student needs and makes referrals to appropriate school resource personnel, social agencies, community agencies, and alternative programs.

Qualifications

- Licensed teacher in DCPS or another school district.
- Possesses or is eligible for a valid District of Columbia Teaching Certificate or License (standard or provisional).
- Bachelor's degree in education, or has obtained (or is currently enrolled in a program to obtain) a Master's degree in education.
- Successful completion of Praxis 1 exams, or has held a standard teaching license with another state for 3 or more years.
- DCPS teacher with an IMPACT score of 300 or higher a plus.
- For non-DCPS employees, two letters of reference demonstrating commitment to professional growth, improving academic achievement, excellent peer relations, etc. (letters from principals, colleagues, new teachers, etc.)
- Fluent in reading, writing, and speaking English.
- Familiar with blended learning programs such as ST Math and Lexia.
- Possesses excellent oral and written communication skills.
- Holds current knowledge of behavioral management techniques, educational trends, methods, research and technology, and subject area knowledge.

- Has experience working with linguistically and ethnically diverse student populations.
- Demonstrates commitment to professional growth and eagerness to learn.
- Demonstrates commitment to improving the academic achievement of all students.

Personal Qualities of Top Candidates

- **Commitment to Equity:** Passionate about closing the achievement gap and ensuring that every child, regardless of background or circumstance, receives an excellent education.
- **Leadership:** Coaches, mentors, and challenges others to excel despite obstacles and challenging situations.
- **Focus on Data-Driven Results:** Relentlessly pursues the improvement of central office performance and school leadership, instruction, and operations, and is driven by a desire to produce quantifiable student achievement gains.
- **Innovative Problem-Solving:** Approaches work with a sense of possibility and sees challenges as opportunities for creative problem solving; takes initiative to explore issues and find potential innovative solutions.
- **Adaptability:** Excels in constantly changing environments and adapts flexibly in shifting projects or priorities to meet the needs of a dynamic transformation effort; comfortable with ambiguity and non-routine situations.
- **Teamwork:** Increases the effectiveness of surrounding teams through collaboration, constant learning and supporting others; sensitive to diversity in all its forms; respects and is committed to learning from others.
- **Dependability:** Does whatever it takes to consistently deliver with high quality under tight deadlines; successfully manages own projects through strong organization, detailed work plans, and balancing of multiple priorities.
- **Communication and Customer Service Skills:** Communicates clearly and compellingly with diverse stakeholders in both oral and written forms; anticipates and responds to customer needs in a high-quality and courteous manner.

READ AND ACKNOWLEDGED:

Employee Signature: _____

Employee Name (Printed): _____

Supervisor Signature: _____

Supervisor Name (Printed): _____

Date: _____

DCPS Notice of Nondiscrimination

The District of Columbia Public Schools (DCPS) is committed to ensuring that all of its employees act in conformity with federal and District of Columbia nondiscrimination laws, including Titles VI and VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act of 1990, the Individuals with Disabilities Education Act, the District of Columbia Human Rights Act of 1977, and the Genetic Information Nondiscrimination Act of 2008.

Accordingly, DCPS does not discriminate or tolerate discrimination against employees, applicants for employment, or students on the basis of actual or perceived race, color, religion, national origin, sex (including pregnancy), age, marital status, personal appearance, sexual orientation, gender identity or expression, family status, family responsibilities, matriculation, political affiliation, genetic information, disability, source of income, status as a victim of an interfamily offense, or place of residence or business.

DCPS also prohibits harassment based on any of the aforementioned protected traits and retaliation against a person because he or she has complained about discrimination, filed a charge of discrimination, or participated in a discrimination investigation or lawsuit.

Employees found to have engaged in prohibited discrimination, harassment, or retaliation will be subject to disciplinary action.

Notice of Non-Retaliation

District of Columbia Public Schools will not intimidate, threaten, coerce, discriminate against, retaliate or take adverse employment action against any employee, student, or volunteer that in good faith and with honest and non-malicious intent makes a report regarding potential violations of laws, regulations or policies.

Retaliation includes, but is not limited to, adverse job actions such as termination; denial of any bonus, benefit or training; reduction of salary or decrease in hours; or change in or transfer to a lesser position.

Individuals who violate this policy will be subject to the appropriate and applicable disciplinary process, up to and including termination.

The following Federal and District law concerning non-retaliation supports our Non-Retaliation Policy.

Title VII, Section 704(a), of the Civil Rights Act of 1964, as amended, states the following:

(a) Discrimination for making charges, testifying, assisting, or participating in enforcement proceedings

It shall be an unlawful employment practice for an employer to discriminate against any of his employees or applicants for employment, for an employment agency, or join labor-management committee controlling apprenticeship or other training or retraining, including on-the-job training programs, to discriminate against any individual, or for a labor organization to discriminate against any member thereof or applicant for membership, because he has opposed any practice made an unlawful employment practice by this subchapter, or because he has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under this subchapter.

DC Law 2-38 (Human Rights Act of 1977), Part G, Sec. 1-2525, states the following:

§ 1-2525. Coercion or retaliation

(a) It shall be an unlawful discriminatory practice to coerce, threaten, retaliate against, or interfere with any person in the exercise or enjoyment of, or on account of having exercised or enjoyed, or on account of having aided or encouraged any other person in the exercise or enjoyment of any right granted or protected under this chapter.

(b) It shall be an unlawful discriminatory practice for any person to require, request, or suggest that a person retaliate against, interfere with, intimidate or discriminate against a person, because that person has opposed any practice made unlawful by this chapter, or because that person has made a charge, testified, assisted, or participated in any manner in an investigation, proceeding or hearing authorized under this chapter.

(c) It shall be an unlawful discriminatory practice for any person to cause or coerce, or attempt to cause or coerce, directly or indirectly, any person to prevent any person from complying with the provisions of this chapter.

DC Municipal Regulations, Title 5, (Board of Education) Subsection 1401.2(z) states the following:

(z) Retaliation for reporting harassment and sexual harassment. An employee commits an offense under this provision when he/she retaliates against any person who reports alleged harassment or sexual harassment, or any person who testifies, assists or participates in an investigation, or who testifies, assists or participates in a proceeding or hearing relating to such harassment or sexual harassment. An employee retaliates against a person if, as a result of action taken by the employee described in the previous sentence, 1) such person is reasonably intimidated by verbal threats or physical conduct of the employee, or 2) such person is denied an opportunity, right or privilege to which he/she would otherwise be entitled, or 3) such person is subjected to detrimental treatment to which he/she would not otherwise be subjected.

Persons filing charges of discrimination are advised of these Non-Retaliation Policy and are instructed to notify the DCPS Equal Employment Opportunity Office, 1200 First Street, NE, 10th Floor, Washington, DC 20002, 202-442-5424, if any attempt at retaliation is made.

Americans with Disabilities Act (ADA)

The Office of Labor Management & Employee Relations (LMER) ensures that eligible employees receive benefits and opportunities equal to those provided to non-disabled employees. LMER also ensures that eligible disabled employees receive requested reasonable accommodations. Employees with inquiries regarding ADA policies should contact the Equal Employment Opportunity Unit, District of Columbia Public Schools, 1200 First Street, NE, 10th Floor, Washington, DC 20002, (202) 442-5424.

Applicants or employees with concerns about discrimination, harassment, or retaliation should contact:

Labor Management & Employee Relations, District of Columbia Public Schools, 1200 First Street, NE, 10th Floor, Washington, DC 20002, dcps.lmer@dc.gov, 202-442-5424

or

D.C. Office of Human Rights, 441 4th Street, NW, Suite 570N, Washington, D.C. 20001, 202-727-4559

or

The U.S. Equal Employment Opportunity Commission, 131 M Street, NE, Fourth Floor, Suite 4NW02F, Washington, DC 20507, 1-800-669-4000

Students, parents and guardians with concerns regarding disability discrimination should contact:

1200 First Street, NE | Washington, DC 20002 | T 202.442.4090 | F 202.442.5316 | www.dcps.dc.gov

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Heather Holaday, Section 504 Coordinator, Office of Teaching and Learning, District of Columbia Public Schools, 1200 First St, NE, 8th Floor, Washington, DC 20002, 202-645-6073

or

D.C. Office of Human Rights, 441 4th Street, NW, Suite 570N, Washington, D.C. 20001, 202-727-4559

Students, parents and guardians with concerns regarding sex discrimination should contact:

Heather Holaday, Section 504 Coordinator, Office of Teaching and Learning, District of Columbia Public Schools, 1200 First St, NE, 8th Floor, Washington, DC 20002, 202-645-6073

or

Assistant Secretary for Civil Rights, U.S. Department of Education, Office for Civil Rights, 400 Maryland Avenue, SW, Washington, D.C. 20202-1100, Telephone: 1-800-421-3481, TDD: 877-521-2172, FAX: 202-245-6840, Email: OCR@ed.gov

Students, parents and guardians, and others with concerns regarding discrimination may also utilize the DCPS grievance procedure process. Students, parents and guardians and others with discrimination concern should contact:

DCPS Chancellor's Response Team, Office of the Chancellor, 1200 First Street, NE, 9th Floor, Washington, DC 20002, (202) 478-5738

or

Assistant Secretary for Civil Rights, U.S. Department of Education, Office for Civil Rights, 400 Maryland Avenue, SW, Washington, D.C. 20202-1100, Telephone: 1-800-421-3481, TDD: 877-521-2172, FAX: 202-245-6840, Email: OCR@ed.gov

or

D.C. Office of Human Rights, 441 4th Street, NW, Suite 570N, Washington, D.C. 20001, 202-727-4559