



**Job Title:** School Counselor

**Department:** Academic Department

**Reports To:** Principal

**Starting Salary:** \$75,000 commensurate with experience

**Hours:** Full Time

**Starting Date:** July 13, 2026

## Position Overview

EDUPRIZE is the original charter school in Arizona, the only six-time awarded A+ charter school, and fully accredited with Cognia. We are committed to excellence at EDUPRIZE by working in partnership with families to foster a personalized learning environment where all students are known, valued, and thrive. EDUPRIZE looks for employees who have a strong commitment to our mission and values, and a passion for promoting quality education.

EDUPRIZE Schools is seeking a School Counselor to deliver targeted, data-driven social skills and behavioral interventions that improve both student well-being and access to grade-level instruction. This role is designed to operate within a Multi-Tiered System of Supports (MTSS), providing Tier 2 interventions that address social-emotional and executive functioning barriers to learning.

The School Counselor will facilitate structured social skills groups, provide targeted student support, and collaborate with instructional teams to ensure that interventions result in measurable improvements in student engagement, behavior, and academic performance. This role is not counseling-based; rather, it is focused on skill-building, behavioral instruction, and increasing students' ability to successfully participate in the core instructional program.

## Core Focus Areas

Social skills instruction will align to the following competencies, with an emphasis on their impact on learning:

- **Self-Awareness:** Recognizing emotions and understanding how they influence behavior and learning
- **Self-Management:** Regulating emotions, sustaining attention, and demonstrating task persistence
- **Social Awareness:** Understanding others' perspectives and navigating classroom dynamics
- **Relationship Skills:** Communicating effectively, resolving conflict, and working collaboratively
- **Responsible Decision-Making:** Making constructive choices that support academic and behavioral success

## Academic Integration

- Support student access to grade-level content by addressing behavioral and executive functioning barriers to learning



- Reinforce academic behaviors such as task initiation, sustained attention, organization, and independent work completion
- Collaborate with teachers to align interventions with classroom expectations and instructional goals
- Monitor and evaluate the impact of interventions on academic indicators, including grades, assignment completion, and engagement

## **Responsibilities**

### **Direct Student Support**

- Facilitate structured, small-group social skills instruction for targeted students
- Provide short-term, goal-oriented individual and group support, prioritizing high-need and special education students
- Teach replacement behaviors and problem-solving strategies to reduce behavioral disruptions and increase instructional access

### **Data & Progress Monitoring**

- Establish baseline data for each student, including behavioral and academic indicators
- Track progress using:
  - behavior frequency and referral data
  - attendance
  - assignment completion
  - grade trends
- Conduct regular data reviews to evaluate effectiveness of interventions
- Adjust group composition and supports based on student progress

### **MTSS Alignment & Systems Integration**

- Provide Tier 2 interventions aligned to schoolwide MTSS structures
- Ensure services are time-bound and outcome-driven, with clear entry and exit criteria
- Coordinate with instructional teams to minimize loss of core instructional time
- Support in-class strategies where appropriate to reinforce skills within the learning environment

### **Collaboration & Special Education Support**

- Collaborate with general education teachers, special education staff, and administrators to support student success
- Participate in IEP meetings and contribute to behavior-related goals and progress monitoring
- Align interventions with IEPs and support plans for students with identified needs

### **Staff Training & Support**

- Provide periodic training and consultation for staff in:
  - de-escalation strategies
  - behavior support techniques
  - classroom management aligned to Tier 1 expectations
- Support consistent implementation of schoolwide behavior systems



## **Documentation & Compliance**

- Maintain accurate documentation of services, progress, and outcomes
- Ensure all services are aligned to student plans and school systems
- Contribute to ongoing evaluation and refinement of student support systems

## **Instructional Time & Program Integrity**

- Schedule services to minimize disruption to core instruction
- Monitor whether interventions are increasing or limiting student access to learning
- Ensure that pull-out services are purposeful, targeted, and time-limited

## **Success Metrics**

The effectiveness of this role will be measured by:

- Reduction in behavioral referrals and suspensions
- Increased student engagement and time on task
- Improved assignment completion rates
- Improved attendance for targeted students
- Demonstrated improvement in academic performance for students receiving support
- Successful exit of students from Tier 2 interventions based on data

## **Job Requirements**

### **Required**

- Valid Arizona School Counselor Certificate
- Strong written and verbal communication skills with students, staff, and families
- Demonstrated ability to build relationships in a diverse school community
- Commitment to confidentiality and professional ethical standards

### **Preferred**

- Experience working in a K-8 school setting
- Familiarity with MTSS frameworks, behavior support systems, and trauma-informed practices
- Experience with crisis intervention and community resource navigation