
Job Title Counselor School Based Intervention Support
Reports to Lead Student Support Counselor
Dept/School Whole Learner Support

Job Title Code 135048
Wage/Hour Status Exempt
Pay Grade CO3
Date Revised December 5, 2024

Primary Purpose

To provide comprehensive support and resources to high school students facing various challenges, including social-emotional difficulties, family issues, academic struggles, unplanned pregnancies, and other complex situations that may impact their well-being and educational success. This role will serve as a trusted advocate, mentor, and resource navigator, connecting students with appropriate interventions and support services both within the school and the community.

Education/Certification

- Master's degree in Social Work (MSW), Counseling, or a related field. Licensed Master Social Worker (LMSW) or Licensed Professional Counselor (LPC) in the state of Texas (preferred).

Special Knowledge/Skills

- Ability to build rapport and trust with adolescents facing complex challenges.
- Skill in assessing and addressing a wide range of student needs, including social-emotional, behavioral, academic, and family-related issues.
- Knowledge of community resources and services for adolescents.
- Ability to collaborate effectively with school staff, families, and community partners.
- Excellent documentation and case management skills.
- Knowledge of adolescent development, mental health, crisis intervention, and trauma-informed care.
- Strong interpersonal, communication, and problem-solving skills.
- Cultural competence and sensitivity to the diverse needs of students.

Experience

- Minimum two (2) years of experience working with adolescents in a social work, counseling, or educational setting.
- Minimum one (1) year of experience working with adolescents in a school or community setting.
- Minimum one (1) year of experience in crisis intervention, individual and group counseling, and case management.
- Minimum one (1) year of experience in working with diverse populations and addressing issues of equity and inclusion.

Major Responsibilities and Duties

1. Conduct comprehensive assessments of students' needs and develop individualized support plans.
2. Provide individual counseling and support to students, addressing social-emotional, behavioral, academic, and personal challenges.
3. Connect students with appropriate resources and services, both within the school and the community.
4. Advocate students' rights and interests.

Group Support and Prevention Programs

5. Facilitate group counseling sessions and support groups on topics relevant to high school students, such as stress management, healthy relationships, coping skills, and decision-making.
6. Develop and implement prevention programs focused on social-emotional learning, mental health awareness, substance abuse prevention, and teen pregnancy prevention.

JOB DESCRIPTION

Collaboration and Consultation

7. Collaborate with school staff, including teachers, counselors, and administrators, to develop and implement effective interventions and support strategies for students.
8. Consult with families to address concerns, provide resources, and foster home-school partnerships.
9. Establish and maintain relationships with community partners to ensure a continuum of care for students.

Crisis Intervention and Response

10. Respond to crisis situations involving students, providing immediate support and resources.
11. Collaborate with school staff and community partners to develop crisis response plans and protocols.

Data Collection and Analysis

12. Collect and analyze data on student needs, interventions, and outcomes to inform program evaluation and improvement.
13. Utilize data to identify trends and patterns that inform targeted interventions and prevention efforts.

Supervisory Responsibilities

None

Physical and Mental Job Requirements

Mental Demands/Physical Demands/Environmental Factors

- Maintain emotional control under stress. Frequent district travel; occasional out-of-district
- Work with frequent interruptions; occasional prolonged and irregular hours, prolonged use of computers.

Terms of Employment

204 days; salary to be established by Boart of Trustees

The foregoing statements describe the general purpose and responsibilities assigned to this job and are not an exhaustive list of all responsibilities and duties that may be assigned or skills that may be required.

Approved: _____
Job Title: _____
Date: _____

Approved: _____
Job Title: _____
Date: _____

My supervisor has reviewed this job description with me and has provided me with a copy.

Employee: _____
Date: _____

The El Paso Independent School District does not discriminate in its educational programs or employment practices on the basis of race, color, age, sex, religion, national origin, marital status, citizenship, military status, disability, genetic information, gender stereotyping and perceived sexuality, or on any other basis prohibited by law. Inquiries concerning the application of Titles VI, VII, IX, and Section 504 may be referred



JOB DESCRIPTION

to the District compliance officer, at 230 -2031; Section 504 inquiries regarding students may be referred to 504 Coordinator at 230-2856.

El Distrito Escolar Independiente de El Paso no discrimina en los programas de educación o en prácticas de empleo usando el criterio de raza, color, edad, sexo, religión, origen nacional, estado civil, ciudadanía, estado militar, discapacidad, información genética, estereotipo sexual o sexualidad percibida, u otra práctica prohibida por la ley. Preguntas acerca de la aplicación del título VI, VII o IX, y la Sección 504 pueden ser referidas al oficial del distrito, al 230-2031; preguntas sobre 504 tocante a estudiantes pueden ser referidas al oficial de 504 al, 230-2856.