



**Job Title:** Harmony Academy; High School Counselor

**Position Overview**

The High School Counselor supports students in a recovery-focused high school environment designed for students overcoming substance use challenges. This role goes beyond traditional academic counseling by emphasizing relationship-building, whole-student support, and active participation in the recovery community. The counselor works collaboratively with students, families, and staff to ensure each student receives the academic guidance, emotional support, and recovery-centered resources necessary to succeed in high school and beyond.

**Minimum Requirements**

- Current TSPC school counseling license or equivalent
- Demonstrated alignment with the mission, vision, and values of Harmony Academy
- Experience working with underserved or marginalized youth

**Application Process**

Send a resume and a cover letter stating clearly why you want to serve as a school counselor at a recovery high school to [harmony.academy.careers@gmail.com](mailto:harmony.academy.careers@gmail.com)

**Salary and Benefits**

Benefits of the position include medical, dental, and vision insurance, term life/accidental death and short-term disability insurance, employee assistance, paid time off, PERS contributions and the option to contribute to a 403b retirement fund. The school also supports teachers through education expense agreements and robust professional development.

The salary range for this position is \$60,000-\$76,000 DOE.

**Key Responsibilities**

**Student Support and Counseling**

- Provide individual and small-group counseling focused on academic success, social-emotional development, and recovery support.

- Build strong, trusting relationships with students and serve as a consistent adult support throughout their high school experience.
- Support students in navigating challenges related to substance use recovery, mental health, and personal development.
- Help students develop self-advocacy, goal-setting, and life skills.
- Collaborate with recovery staff and participate in recovery-focused programming as appropriate.

### **Academic Advising and Planning**

- Guide students in course selection, credit completion, and progress toward graduation. ● Develop and monitor individualized academic plans aligned with each student's goals and needs.
- Support students with post-secondary planning, including college, career pathways, trade programs, and workforce opportunities.
- Assist students with applications, financial aid information, and career exploration resources.

### **504 Case Management**

- Serve as the 504 case manager for assigned students.
  - Coordinate 504 plan development, meetings, and implementation.
  - Monitor accommodations and ensure compliance with legal and district requirements. ●
- Communicate with teachers, families, and administrators regarding student support needs.

### **Student Records and Data Management**

- Maintain and update accurate academic records in the Synergy student information system.
- Monitor student credits, transcripts, and graduation requirements.
- Track student progress and identify students who may need additional academic or behavioral support.

### **Family and Community Collaboration**

- Maintain regular communication with families regarding student progress, concerns, and support strategies.

- Partner with community organizations, treatment providers, and recovery resources when appropriate.
- Serve as a liaison between the school, families, and outside support systems.

### **Recovery Community Participation**

- Participate in recovery period activities, lessons, and groups when needed to support the school's recovery culture.
- Collaborate with staff to reinforce a safe, supportive, and recovery-centered school environment.
- Support students in maintaining accountability and positive coping strategies within the recovery framework.

### **Student Engagement and School Culture**

- Participate in and help plan extracurricular activities, including field trips, career exploration experiences, and community-building events.
- Regularly attend student tours and help introduce prospective students and families to the school's mission and programs.
- Encourage student participation in school events and activities that support personal growth and connection.

### **Program Support and Collaboration**

- Work collaboratively with teachers, administrators, and recovery staff to support student success and overall positive school climate.
- Participate in multidisciplinary team meetings to discuss student progress and interventions.
- Help identify barriers to student success and contribute to school-wide strategies that support engagement, attendance, and achievement.

### **Qualifications**

- Master's degree in School Counseling or related field.  
Valid state school counselor license
- Experience working with adolescents, particularly those affected by substance use, trauma, or mental health challenges, preferred.

Strong interpersonal skills and a commitment to building authentic relationships with students.

## **Core Competencies**

- Relationship-centered counseling approach & knowledge of adolescent development and recovery-informed practices
- Strong organizational and case management skills
- Collaborative mindset and commitment to student advocacy and solution focused approach
- Ability to support students holistically, recognizing that academic success is closely tied to emotional well-being and recovery stability

This role is ideal for a counselor who is passionate about supporting students in recovery and committed to helping young people succeed academically, socially, and personally during their high school journey.