

Middle School Counselor (5-8) CCA

Position Summary

The Middle School Counselor supports the academic, social-emotional, and behavioral development of students in grades 5–8. The Counselor works collaboratively with students, families, teachers, administrators, and community partners to promote student well-being, academic success, and positive school culture. The Counselor provides individual and small-group counseling, crisis intervention, consultation, and preventative programming aligned with the school's mission and counseling framework. The Counselor should also provide meaningful professional development opportunities.

Essential Duties and Responsibilities

Student Support and Counseling

- Provide short-term individual counseling and small-group counseling to address academic, social, emotional, and behavioral concerns.
- Assist students in developing self-awareness, self-advocacy, decision-making, conflict resolution, and coping skills through small group interactions.
- Support students during transitions into middle school and preparation for high school.
- Identify and respond to student needs related to attendance, behavior, mental health, and academic performance.
- Provide crisis intervention and risk assessments as appropriate and in accordance with school policies and legal requirements.
- Maintain appropriate documentation and confidential student records.

Academic and College/Career Readiness Support

- Assist students with goal setting, organization, study skills, and academic planning.
- Monitor student progress and collaborate with teachers and families to support student achievement.
- Support high school transition planning for eighth-grade students and families.
- Promote awareness of college and career pathways through age-appropriate programming and partnerships.

Social-Emotional Learning and School Climate

- Develop and deliver classroom guidance lessons on topics such as social-emotional learning, character development, digital citizenship, conflict resolution, and healthy relationships.

- Collaborate with school staff to foster a positive, inclusive, and supportive learning environment.
- Participate in student support teams, intervention meetings, and multidisciplinary teams.
- Promote equity, belonging, and student advocacy throughout the school community.
- Research and promote best practice(s) programs and curricula.

Family and Community Engagement

- Partner with families to support student growth and well-being.
- Provide consultation and resources to parents/guardians regarding developmental, behavioral, and social-emotional concerns.
- Coordinate referrals to outside mental health providers and community resources when needed.
- Maintain effective communication with families while adhering to confidentiality requirements.

Collaboration and Leadership

- Consult regularly with teachers, administrators, and support staff regarding student needs and interventions.
- Participate in school-wide initiatives focused on student wellness, attendance, behavior, and school culture.
- Analyze student data to identify trends and develop targeted interventions.
- Support compliance with state, district, and professional counseling standards.

Qualifications

Required

- Master's degree in School Counseling, Counseling, Social Work, or a related field.
- Valid state School Counselor certification/licensure (or eligibility to obtain certification).
- Experience working with Middle School-aged students.
- Knowledge of adolescent development, counseling techniques, and social-emotional learning practices.
- Strong communication, collaboration, and organizational skills.

Preferred

- Experience in grades 5–8 educational settings.
- Training in trauma-informed practices, restorative practices, or crisis response.
- Experience facilitating small groups and delivering classroom guidance lessons.
- Knowledge of MTSS, PBIS, and student intervention processes.

- Familiarity with leading professional development opportunities for staff and parents.

Physical Requirements

- Ability to move throughout the school campus and participate in school activities.
- Ability to communicate effectively with students, staff, and families.
- Ability to perform duties requiring prolonged periods of sitting, standing, and computer use.

Reports To

Principal or Director of Student Services

Employment Status

Full-Time, Exempt

Compensation

\$60,000-\$70,000, negotiable

Mission Alignment

The Middle School Counselor demonstrates a commitment to fostering a safe, inclusive, and supportive learning environment where every student is empowered to achieve academic success, develop social-emotional competence, and thrive as a member of the school community.

Please refer to the 2026-2027 School Year Calendar.

[CCA Calendar 2026-2027](#)