



HIGHLAND SCHOOL DISTRICT NO. 203

P.O. BOX 38 – 17000 SUMMITVIEW ROAD
COWICHE, WASHINGTON 98923
(509) 678-8630 FAX (509) 678-4177

Superintendent:
Mark Anderson

School Board:
Nikki Keller
David Barnes
Lupita Flores
Carlos Lopez
Cindy Reed

February 29, 2024

ELEMENTARY SCHOOL COUNSELOR 1.0 FTE 2024-2025 SCHOOL YEAR

DESCRIPTION: Highland School District is accepting applications for a full-time grade school counselor starting in the 2024-2025 school year. This position supports grades Pre-K-5th, supporting both MWC and TES, working as a district team member with various individuals including students, parents, and staff.

QUALIFICATIONS: Applicants for the position must have:

- Current Washington State ESA certificate for Counseling required.
- Good interpersonal skills to facilitate working with a multicultural variety of students individually or in group settings as well as with parents, regular and special education staff
- Fluent in grade school assessments, protocols and procedures required.
- Awareness of confidentiality, ethical and legal rights and responsibilities of self and others.
- Experience working with grade school students preferred.
- Experience working with students from diverse cultural, linguistic, social, and economic backgrounds preferred.
- Experience working with at-risk students preferred.
- Experience with scheduling and state standards preferred.
- Bilingual in English/Spanish preferred.
- Experience in positive behavior support strategies, ability to write behavior plans, and familiarity with special education law and 504 plans.

RESPONSIBILITIES:

- Contribute to a Pre-K-12 guidance curriculum that integrates the Washington State Learning Goals, Essential Academic Learning Requirements, and competencies for academic and personal/social development.
- Work with grade school Pre-K-5 students from diverse cultural, linguistic, social, and economic backgrounds.
- Create and develop schedules for instructional lessons and counseling sessions across two buildings.
- Support and manage a paraprofessional working within your department.
- Work with at-risk students
- Expected to utilize positive behavior support strategies.
- Write behavior plans with familiarity of special education law and 504 plans.

PERSONAL QUALITIES:

- Applicants must be able to communicate and relate to the academic, social, and emotional needs of grade-school-aged students.
- Applicants must be committed to establishing lines of communication and partnering with parents and fellow staff members to provide students with an effective learning experience.
- Candidates must be willing to collaborate with staff collegially around instructional methods and procedures.
- Applicants must understand the purpose of professional development and the desire to continuously improve their skills as an educator.

(OVER)

Employment will be contingent on signing of the Washington State Sexual Misconduct Disclosure Release as well as successful completion of the WSP and FBI fingerprint Screening required under 28A.400 RCW, if applicable.

SALARY & BENEFITS: Annual Salary: \$58,402.00-\$111,178.00 commensurate with education and experience.

Healthcare Benefits (SEBB): (All employees who work 630 hours per school year are eligible)

- Insurance: Medical, Dental, Vision, Basic Life, Accidental Death & Dismemberment, Long-Term Disability
- L & I: Self-insured plan to cover employees for injuries/accidents incurred on the job

Additional Benefits:

- Employer contribution to Health Reimbursement Arrangement VEBA plan
- Washington State Retirement System Pension
- Voluntary Deferred Compensation Plans
- Paid Sick Leave-12 days annually
- Paid Personal Leave: four (4) days
- Supportive Staff Development Opportunities

CLOSING DATE: Tuesday, April 30, 2024, 4:00 p.m. Qualified Bilingual (English/Spanish) persons are encouraged to apply as soon as possible.

QUALIFIED CANDIDATES: Information and application are available on our website at <https://www.highland.wednet.edu/Page/140> or: [FastTrack \(wa-k12.net\)](https://www.fasttrack.wa-k12.net) or by calling the District Office at (509) 678-8631.

Non-Discrimination Statement

The Highland School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups. The following employee has been designated to handle questions and complaints of alleged discrimination: Title IX Coordinator and Compliance Coordinator (RCW 28A.640/28A.642): Brandon Jensen, Tieton Elementary School Principal, 711 Franklin Rd, Tieton, WA 98947, telephone 509-678-8900, e-mail- bjensen@highland.wednet.edu. Section 504/ADA coordinator: Courtney Sund, Director of Special Education, SEL and Inclusionary Practices, 17000 Summitview Rd, Cowiche, WA 98923, telephone 509-678-8772, e-mail- csund@highland.wednet.edu. Harassment, Intimidation, Bullying (HIB) Coordinator: Don Strother, Highland Middle School Principal, 17000 Summitview Rd, Cowiche, WA 98923, telephone 509-678-8870, email- dstrother@highland.wednet.edu. The Highland School District will also take steps to assure that national origin persons who lack English language skills can participate in all education programs, services and activities. For information regarding translation services or transitional bilingual education programs, contact Ana Garcia, Student Services Secretary.

El Distrito Escolar de Highland no discrimina en sus programas o actividades por motivos de sexo, raza, credo, religión, color, origen nacional, edad, condición de veterano de guerra o grado militar, orientación sexual, expresión de género o identidad, discapacidad o uso de perro guía entrenado o animal de servicio, y ofrece igualdad de acceso a los Boy Scouts y a otros grupos de jóvenes especificados. El empleado mencionado a continuación ha sido designado para atender consultas y quejas de supuesta discriminación: Coordinador del Título IX y Coordinador de Cumplimiento de derechos civiles oficial (RCW 28A.640/28A.642): Brandon Jensen, director de Tieton Elementary School, 711 Franklin Rd, Tieton, WA 98947, número de teléfono, 509-678-8900, correo electrónico- bjensen@highland.wednet.edu. Coordinador de la sección 504/ADA: Courtney Sund, directora del Educación Especial, SEL y Prácticas Inclusivas, 17000 Summitview Rd, Cowiche, WA 98923, número de teléfono 509-678-8772, correo electrónico -csund@highland.wednet.edu. Coordinador de Acoso y Intimidación: Don Strother, director de Highland Middle School, 17000 Summitview Rd, Cowiche, WA 98923, número de teléfono, 509-678-8870, correo electrónico- dstrother@highland.wednet.edu. El Distrito Escolar de Highland también tomará medidas para asegurar que las personas de origen nacional que carecen de conocimientos del idioma inglés pueden participar en todos los programas educativos, servicios y actividades. Para obtener información acerca de los servicios de traducción o programas de educación bilingüe de transición, comuníquese con Ana García, Secretaría de Servicios Estudiantil.