

# LA SALLE COLLEGE HIGH SCHOOL

## POSITION: DIRECTOR OF COUNSELING

**STATUS:** Full-time position for the 2025-26 academic year

**REPORTS TO:** Dean of Academics

### MISSION STATEMENT:

*La Salle College High School, a Catholic, independent, college preparatory school for young men of varied backgrounds, is conducted in the tradition of St. John Baptist de La Salle. Through a broad and balanced, human and Christian education, La Salle College High School guides each student in the development of his unique God-given talents and fosters a commitment to academic excellence, service, and leadership.*

### PRIMARY ROLES:

La Salle College High School seeks a full-time Director of Counseling to lead a vibrant Counseling Department dedicated to supporting students' academic, social, emotional, behavioral, and moral development. This individual will provide visionary leadership to a team of four experienced grade-level counselors and will serve as the primary counselor for complex student cases or those within the Director's area of expertise. With those cases, the Director works directly with families, faculty, other school support staff, school administrators, and external counseling professionals to create a supportive yet challenging learning environment for the students. The Director works for the entire academic calendar, like a full-time teacher, but is available for consultation during the summer months as needed.

The successful candidate will connect with adolescent young men in meaningful ways, embodying the spirit of our Lasallian Catholic mission of "teaching minds and touching hearts." At La Salle, our faculty and staff inspire and shape the lives of our students through their interactions both in and outside of the classroom, fostering a learning experience rooted in knowledge, character, and faith.

### RESPONSIBILITIES:

#### Leadership

- Supervise, support, and lead the Counseling Department, fostering professional collaboration, accountability, and growth.
- Coordinate referrals and support plans for students needing additional academic or emotional assistance.
- Productively collaborate with colleagues in departmental and school-wide initiatives.
- Work with Grade Level Counselors, students, and families as needed to make referrals for additional support.
- Promote school policies and practices that ensure student safety, including bullying prevention and harassment protocols.

- Serve as a key resource in the school community on a wide range of adolescent issues, including substance abuse and prevention, depression and coping, and suicide awareness.
- Actively participate on the school's Academic Council.

### Counseling

- Provide guidance, instruction, and mentoring for those students struggling with social, emotional, or behavioral problems, including clinical assessments.
- Oversee the academic performance of select students and implement improvement plans as needed.
- Inform, involve, coordinate, and collaborate with parents/guardians when appropriate or necessary.
- Partner with internal and external professionals to assess barriers to student learning and the best strategies for improved learning outcomes.
- Promote student wellness, resilience, and personal growth through skill-building in communication and social interactions, problem-solving, anger management, self-regulation, self-determination, and optimism.

### Teaching

- Teach one course per semester in an area aligned with the candidate's expertise.
- Use a variety of assessment methods and provide timely, meaningful, actionable, and individualized student feedback.
- Create a positive, engaging, and inclusive classroom environment for all students.

### Additional Roles

- Option to serve as a moderator of an extracurricular activity, and/or contribute to a campus ministry activity.
- Perform other duties and projects as assigned.

### QUALIFICATIONS:

- **Mission Alignment.** Clear commitment to the school's Lasallian mission of educating the whole student and supporting a diverse learning community. Ability to be understanding, caring, and empathetic to the needs of adolescent young men and their families.
- **Clinical experience.** Strong background in dealing with issues of adolescent development, mental health disorders, family systems, and school-based interventions.
- **Counseling Skills.** Experience with a variety of counseling techniques tailored to meet individual student needs; knowledge of substance abuse prevention, and suicide awareness.
- **Training and Leadership.** Ability to facilitate faculty and parent trainings on adolescent issues.
- **Communication.** Excellent interpersonal, written, and verbal communication skills; ability to build trust with students, families, and colleagues.
- **Professionalism.** Commitment to confidentiality, integrity, and discretion, with a clear understanding of legal and ethical responsibilities in a school environment.
- **Adaptability.** Flexibility in availability (including occasional off-hour and summer consultations) and a collaborative mindset.
- **Instructional Experience.** Demonstrated ability to create meaningful, engaging classroom experiences that promote learning and growth.

- **Technology:** Experience with or openness to learning utilizing our school information system and learning management system.
- **Professional conduct.** Strong organizational skills, punctuality, timely communication, and dedication to continuous professional development.

#### **EDUCATION AND EXPERIENCE:**

- Master's degree, doctoral degree preferred, in counseling, clinical psychology, or clinical social work
- A minimum of three years of relevant counseling and teaching experience, preferably in the secondary school setting.

#### **HOW TO APPLY:**

Apply online at <https://www.lschs.org/about-la-salle/employment> by submitting a letter of interest and a current resume.

#### **BENEFITS:**

In addition to a full-time salary, La Salle offers a robust benefits package that includes health plans, life insurance, short- and long-term disability, retirement plans, lunch allowance, tuition remission, and professional development funding.

#### **EQUAL EMPLOYMENT OPPORTUNITY:**

La Salle College High School is committed to an equal employment opportunity policy in all aspects of employment and does not discriminate or tolerate discrimination on the basis of race, color, gender, pregnancy, national origin, citizenship, age, marital status, handicap, or disability, veteran status, sexual orientation, or on any other characteristic protected by law. Equal employment opportunity will be extended to all persons in all employment practices and decisions of La Salle College High School including recruitment, hiring, promotion, job assignment or reassignment, transfer, compensation, discipline, termination, access to benefits, training, and other terms and conditions of employment.

*La Salle College High School seeks candidates of diverse backgrounds and experiences to enhance our school community. La Salle is committed to fostering and cultivating a community and culture that embodies inclusion and belonging in our student body and staff.*