

WHO WE ARE

The San Francisco Unified School District (SFUSD) is the seventh largest school district in California, serving more than 57,000 students who speak more than 44 documented languages across 132 schools in the city of San Francisco every year. We aim for every student who attends SFUSD schools to discover his or her spark, along with a strong sense of self and purpose. Our goal is that all students graduate from high school ready for college and career, equipped with the skills, capacities and dispositions outlined in [SFUSD's Graduate Profile](#). Every day in our quest to achieve this mission we provide each and every student the quality instruction and equitable support required to thrive in the 21st century.

WHAT IT MEANS TO WORK HERE

When you join our team at SFUSD you can expect to be part of an inclusive, innovative and equity-focused organization that approaches public education as a social justice movement, requiring broad collaboration across an array of strategic partners. In 2014, SFUSD created an inspiring statement, [Vision 2025](#), which captures our aspirations and vision for the future of public education in San Francisco. Alongside the District's strategic plan, [Transform Learning. Transform Lives.](#) SFUSD is reimagining how public education will change over the next decade to meet the dynamic future of San Francisco. As a [CORE district](#), SFUSD is also a leader in critical systems change for more comprehensive school accountability and innovations that help strengthen the instructional core, which is the foundation of our strategic plan and Vision 2025.

WHO WE WANT

We want talented people with diverse backgrounds and experiences, who are inspired by our mission steeped in equity, and who are motivated to unleash our children's potential. We want people who are strong collaborators, skilled communicators, and problem solvers comfortable in a community of continuous learning. A school counselor provides a comprehensive counseling and guidance program, based on the ASCA National counseling standards, ensuring that academic, career, and personal/social services are offered to all students. The school counselor assumes a leadership role in the development of an appropriate program of guidance for the school site. A school counselor works in collaboration with school staff, administrators, parents and community members to be an advocate for students in order to maximize student potential and academic achievement, so that students may be healthy and productive members of society.

ESSENTIAL DUTIES AND RESPONSIBILITIES

In accordance with the Standards for the Counselor Profession, counselors work under the supervision of site or central office administrators and in collaboration with their school staff, families and community and are responsible for the fulfillment of the essential duties set forth below:

I. GUIDANCE PROGRAM DELIVERY

1. Implements school counseling and guidance program curriculum: conduct counseling and guidance learning activities in the classroom for each grade level during the year in collaboration with the teaching staff.
2. Participates in activities which contribute to the effective delivery of educational services: cooperate and collaborate with other professionals in enhancing the education of students; establish and maintain effective relationships with staff and administrators; communicate with administrators, teachers and staff, students, parents, and the community regarding the counseling and guidance program and its role in the educational program.
3. Articulates with elementary, middle, and high schools, as well as post-secondary personnel to assist students in making a smooth transition between each.
4. Confers with parents and assists them with problems and decisions which relate directly to the educational welfare of their child.

5. Conducts structured, goal-oriented, individual, small and large group counseling sessions to assist students in exploring, interpreting and developing personal decision making competencies, to enhance self-esteem and self-understanding; develop academic, career and personal/social life plans.
6. Refers students and their parents to appropriate specialists, special programs, or outside agencies: consult and collaborate with school system specialists such as school psychologists, and nurses; consult with and refer to community-based resources including psychologists, psychiatrists, physicians, service agencies, and others.
7. Reduces racial tensions and cultural isolation by promoting cultural understanding.
8. Participates as a member of the school sites Crisis Response Team.
9. Plan, evaluate, and revise the counseling and guidance program: review the counseling and guidance program annually with other district counselors and administrators; establish a planning calendar for counseling and guidance program activities; evaluate the site counseling and guidance program.
10. Attends district in-services and pupil services meeting as required.
11. Pursues professional growth.
12. Other duties as assigned.

II. ACADEMIC

1. Advises students in developing appropriate course choices based on long range plans of study and identified career interests.
2. Works with teachers, the Guidance Team and parents in effectuating remediation plans for students with attendance, behavior and learning problems.
3. Reviews, evaluates, and maintains students' academic records.

III. PERSONAL/SOCIAL

1. Collects, coordinates, interprets and disseminates meaningful information about students which leads to the collaboration with other professionals to address students' individual needs and special abilities.
2. Uses tools and techniques to appraise and assess the abilities, achievements, personal development and interests of students.
3. Collaborates with administrators and teachers to handle behavior issues by developing and implementing behavior support plans for students; incorporates guidance lessons that address repetitive behavioral issues: respecting authority, anger management and bullying.

IV. CAREER

1. Guides students in developing present and future educational and career plans; interprets assessments to assist students in career and educational planning; guides students in developing career and educational plans through teaching and/or supervision of career development activities.
2. Coordinates opportunities and identifies students to participate in visits to college campuses, vocational institutions and the like.

The length of the work year for all teachers/counselors is 184 days of service, except department heads and deans/head counselors have 189 days of service. Principal expectations vary by school site. You may access and read individual school profiles and academic plans at the following link: www.sfusd.edu/schools.

MINIMUM QUALIFICATIONS

SFUSD requires all counselors to hold a valid California Pupil Services Credential in School Counseling and a Masters Degree in School Counseling.

WHAT WE OFFER

SFUSD is committed to attracting and retaining the best educators in the nation. Benefits of teaching in San Francisco include:

- Competitive salaries determined by experience, education level, and credentials
- Comprehensive medical, vision, and dental insurance for teachers and their eligible dependents
- City and state programs for housing assistance:
- Teacher Next Door Program: <http://sf-moh.org/index.aspx?page=287>
- Extra Credit Home Purchase Program:
<http://www.treasurer.ca.gov/cdlac/applications/applications.asp?app=ecthpp>
- Additional salary stipend of \$5000 for National Board Certified teachers
- Additional salary stipend of \$2000 for credentialed teachers teaching in high need schools and a \$1000 stipend for teachers teaching high need subject areas

HOW TO APPLY

- Go to: www.sfusd.edu/jobs
- Create an account and complete an application.
- Go to the “Apply to Jobs” tab to view and apply for specific openings.

Please check back often to connect your application to specific openings as they are posted. Applicants will be contacted based on the needs of the district. For more information about careers at SFUSD, please visit www.sfusdjobs.org. For more information about SFUSD’s mission and Strategic Plan please visit www.sfusd.edu. For other questions, contact us at teach@sfusd.edu.

Non-Discrimination Policy

San Francisco Unified School District programs, activities, and practices shall be free from unlawful discrimination, harassment, intimidation, and bullying based on actual or perceived race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, or gender expression; or on the basis of a person’s association with a person or group with one or more of these actual or perceived characteristics. This policy extends to San Francisco County Office of Education, including community school programs and activities. For more information about the District’s non-discrimination policy, please review Board Policy 4030.