



Math, Engineering, and Science Academy (MESA) Charter High School

231 Palmetto Street
Brooklyn, NY 11221
(p) (718) 282-7426
(f) (718) 919-1479
www.mesacharter.org

Bilingual Guidance Counselor or Social Worker

- Are you a **passionate**, and **talented** counselor?
- Do you love working in **urban schools**?
- Do you want to work in a school where counselors are valued for the **social-emotional support** they provide?
- Are you looking for a high school culture that strikes the **perfect balance** of **structure** and **freedom**, where **academic rigor** drives all other aspects of school life, and where **positive reinforcement** for hard work and effort is the norm?
- Do you constantly strive to improve your craft through **coaching**, incorporation of data, and whatever other resources you can find?
- Do you thrive in the company of **equally committed, driven, and gifted educators**?

MESA Charter High School might be the right place for you!

Math, Engineering, and Science Academy (MESA) Charter High School is a new high school in Bushwick, Brooklyn. We opened our doors on August 19, 2013, and we now have 470 students in grades 9-12. We graduated our first class of seniors in June 2017 and our graduation rate is 92%. Our students come from more than forty different middle schools, including public, parochial, and charter schools. Some are advanced students coming from magnet schools; others are beginning English Language Learners. What they all have in common is a desire to succeed. MESA students come to school every day, ready to work—we have a 95% attendance rate and a 97% punctuality rate, both significantly higher than other high schools in our district! When it comes to regents pass rates, MESA outperforms its peers by a rate of 20-30%!

Some key aspects of MESA's design are:

- Smart teaching—MESA uses a **Standards-Based Grading** system, which makes data understandable and accessible. This enables teachers to create targeted, focused instruction, and **helps students understand and**



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track their own progress. MESA teachers love data (or at least aren't afraid of it!).

- Smart support—MESA teachers have a **minimum of rote administrative duties** in order to better focus on planning, instruction, and assessment. Teachers receive ongoing coaching and feedback. MESA is committed to collaboratively developing and growing its teachers. Dedicated time for professional development and collaborative planning is built into the calendar.
- Smart scheduling—MESA's **school day starts and ends later** than most DOE schools, as research indicates that a late start helps high-school students succeed.
- Smart culture—MESA provides students with a separate effort grade each week, which will lead to rewards for students. MESA also emphasizes **positive** reinforcement for student effort and performance. All MESA teachers lead an Advisory, and serve as Advisor to 10-13 students.
- Smart relationships—MESA believes that all parents want their children to succeed, and enlists them as partners through phone calls, workshops, and frequent contact. **More than 85% of MESA parents attended parent-teacher conferences**, a number generally unheard of in unscreened urban high schools
- Smart calendar—MESA's calendar has 187 days of instruction, as well as dedicated PD and grading days. MESA's calendar and earlier start allow for "Intersession," during which students receive enrichment, skill remediation, or Regents preparation.

Specific Responsibilities

- Provide mandated counseling services pursuant to students' IEPs
- Provide "at-risk" counseling for students referred by staff or self-referred, for those students whose behavior, school progress, or mental or physical impairment indicates a need for assistance
- Conduct student observations and/or Functional Behavior Analyses for students who have persistent behavioral issues
- Develop behavior plans for those students who require such plans
- Coordinate external services for those who require



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- Develop and review service plans in consultation with students, their families, and school staff, and perform follow-up assessing the quantity and quality of service provided
- Support school staff in addressing issues such as suspected child abuse and neglect. Training school staff in their role as mandated reporters; act as school liaison with Administration for Children's Services
- Maintain case history records and prepare reports
- Train staff on compliance with the Dignity for All Students Act
- Address emergency situations impacting students, such as leading group counseling sessions that provide support in areas such as grief, stress, or chemical dependency
- Arrange for medical, psychiatric, and other tests that may disclose causes of difficulties and indicate remedial measures
- Interview students individually, in families, or in groups and assessing their circumstances, capabilities and problems, to determine what services are required to meet their needs
- Other duties, as assigned by the Principal

Qualifications: (1) Masters degree or higher in School Counseling or Social Work, as appropriate; (2) Appropriate New York State Certification; (3); Minimum three years experience working as a school counselor in an urban public or charter school; (4) Demonstrated ability to work productively with staff and with diverse populations of students, parents, and families, including students with disabilities or students with limited English proficiency; (5) Demonstrated understanding of issues facing children and youth, especially in urban environments; (6) Spanish-speaker required.

Salary: Highly competitive, commensurate with experience.

To apply: Please email your resume and cover letter explaining **specifically** why you would be a good fit for MESA to Traci Douglas, Director of Culture and External Affairs, at info@mesacharter.org with the subject heading "**Bilingual Guidance Counselor/Social Worker.**" **APPLY BY EMAIL ONLY.** Due to the nature of the position and the volume of applications received, MESA will not be able to reply to all submissions. MESA will contact candidates with next steps.