



School Counselor (Grades 4-8) at Independence Charter School West (ICS West)

Our Team and School

Who We Are

- ICS West exists to equip and empower global citizens, so that our communities are united. Our students are becoming the leaders who will bring a divided world back together, and as a team, it is our responsibility to give them everything they need to do so.
- We believe that every student, with no exception, can achieve at their highest level, and our Big Goal reflects this - our students who are below grade level will make two years of growth every school year until they are at or above grade level in all subjects. Right now, many of our students are not at this level. Supporting them in getting there is the focus of everything we do as a team.
- We believe deeply in being an open enrollment, neighborhood public school, with the responsibility to meet the needs of every student who enrolls, with no exception. Special education students currently make up 27% of our student population.
- Finally, we believe that being a cohesive team is the way to realize our vision. Building trust with each other enables us to honor the unique perspectives that every team member brings, talk candidly about these perspectives as we commit to decisions, and hold each other accountable for the results our students deserve.

Fast Facts

- Founded in 2016
- Serving 800 students in grades K-8 in the 21-22 school year, and growing to our full enrollment of 900 students in the 23-24 school year
- 100 team members and growing
- All students taught Spanish starting in Kindergarten
- Located in the Kingsessing neighborhood of Southwest Philadelphia
- Newly renovated three-building school campus (renovation of fourth building in planning)



The Position

Your Job

- You will work with our Director of Student Support and our School Social Worker to ensure that we have the best “safety net” of systems possible for our students in the areas of mental and physical health and safety, adapting to the academic and social demands of school, and attendance.
- Within these “safety net” systems, you will assess and counsel individuals and groups of students as they overcome whatever challenges they might face as they make the growth necessary to be at or above grade level in all subjects. Where appropriate, you will also be part of certain students’ IEP teams.
- You will lead the high school admissions process for our middle school students, ensuring the end result of all of our 8th grade graduates being accepted into a high school that is an outstanding fit for them in every respect, providing them with the ability to choose the life they dream of.
- As a member of the Student Support team, you will collaborate on the creation of our new student support program, moving ICS West from a school that reacts to our students’ social and emotional needs, to a school that sees our students and adults as part of the same team, with a comprehensive system of social and emotional supports for all team members, driven by what we all believe and value.

Your Teams

- You will be part of the Student Support team with our Director of Student Support, Manager of Special Education and team, School Social Worker, SEL Teachers, and Student Support Specialists.
- Your team is supported by our Principal, Assistant Principals, Operations Manager and team, and CEO.
- You will also be part of the team composed of the entire staff of the school, meeting weekly to celebrate each other for living our values and doing our best to support our students.

Your Life

- ICS West is located at 56th St. and Chester Ave. in Southwest Philadelphia. The 13 trolley stops at our front door, and we have limited off-street parking.
- Your start date will be August 16, 2021, the first day of our three-week Summer professional development session (this is a 10-month position).
- The salary range for this position is \$45,000 to \$65,000, depending on experience.
- ICS West pays for 100% of the cost of employee and dependent health benefits, and matches 403b contributions up to 5%. We do not participate in PSERS.



You

This role is a fit if...

- You know that it is our responsibility as educators to give every single student everything they need, and as a School Counselor, you take this responsibility personally.
- You are excited about having a coach and becoming the best leader you can be.
- You know that a team can accomplish more than an individual, and are excited to get to know your teammates, build trust with them, and have candid conversations with them.
- You have a masters degree and a valid PA School Counselor certificate.

Your Impact

- A year from now, your work has created an environment of safety and success for all upper grade students at ICS West, enabling them to feel confident and fulfilled as they meet the challenge of being at or above grade level in every subject area, placing them on a path toward a rigorous, college preparatory high school, and the ability to choose the life they dream of.
- A generation from now, the students you and your team have supported will be the global citizens and leaders that our world so desperately needs, uniting communities in Philadelphia, across the country, and around the world.

Application Details

If reading about ICS West and this position excites you, we want to meet you! Please send your resume and a cover letter to icswesthiring@icswest.org, and we will be in touch shortly with next steps.