



The Opportunity: School Counselor, grades 6-12 + post-graduate

About Tremont School:

Tremont School is a small non-profit independent day school for grades 6-12 and post graduates located in Concord, MA. Tremont's mission is *to provide an innovative approach to education that (re)ignites a passion for learning, honors and embraces students' individuality, and empowers them to be critical thinkers and compassionate citizens*. Tremont's core values are trust, connections, and independence.

Core Beliefs

- Strong communities are built on a foundation of respect for diversity.
- An inclusive and affirming community — one that honors the full spectrum of student identity, including race, culture, gender, neurodiversity, and more — is both an educational and moral imperative.
- Tremont is a highly relational school and collaboration among students, teachers, parents, and the community is paramount.
- Students thrive when they feel connected to what they are learning and contribute to a community.
- Teaching can be personalized, just as learning is.
- The richest learning environment integrates the physical, social, emotional and cognitive lives of young people.

Elements of Tremont's evidence-based school design

- Developmentally appropriate, competency-based multi-age classrooms
- A humanistic approach, equally balancing students' social, emotional and academic development
- Competency-based learning: all students in the school are working toward mastery of a common set of academic skills and interdisciplinary competencies
- Narrative feedback and Portfolio assessment (no letter or number grades)
- Living Curriculum: learning driven in-part by student interests and curiosities, not by static content
- Interdisciplinary, authentic learning experiences

Our Work Environment:

- **Tight-Knit & Collaborative:** Our small team works closely together, supporting each other and wearing many hats.
- **Student-Centered, Mission-Focused & Supportive:** We are united by our commitment to students and to each other. We are all present in the daily life of the school.

By the numbers:

- Overall student to adult ratio is 4:1
- Middle School classes are no larger than 8 students, High School classes are no larger than 12 students
- Total Enrollment is 50 (20 middle school, 30 high school)
- 36% of students receive tuition assistance
- Students come from 25+ communities in and around Boston and Metrowest
- Over 90% of graduates go on to post-secondary education
- 100% of students who apply to college are accepted at a first-choice university

Who you are:

You are a mission-driven, culturally competent, experienced counselor who thrives in a school setting and believes in the power of education, as well as stretching students' capacities, to transform lives. You bring clinical expertise, a neuroaffirming and gender-affirming lens, appreciation of neurodivergent adolescents, a sense of humor and a collaborative spirit, including viewing parents as partners. You are highly organized, adaptable, and possess strong judgment, integrity, and communication skills. You enjoy creative problem-solving, continuous learning, and building relationships across the school community.

What you will do:

As the school's primary counseling professional, the School Counselor designs and delivers a proactive, preventive, community-based model that emphasizes group interventions, classroom partnerships, faculty consultation, and community education, while providing limited short-term individual counseling and crisis support as needed.

Student Support & Well-Being

- Develop a counseling model that prioritizes group counseling, psychoeducational programming, and classroom-based social-emotional learning
- Facilitate preventative interventions that support student growth, resilience, and healthy relationships
- Provide short-term, goal-focused individual counseling for situational needs, collaborating where appropriate with external providers to maximize students' social-emotional and academic growth, while maintaining appropriate boundaries between school counseling and long-term clinical therapy
- Collaborate with administrators and faculty to develop and refine a cohesive, developmentally-appropriate Advisory curriculum for middle school students
- Conduct risk assessments and collaborate with school leadership in crisis response and safety planning
- Maintain referral relationships with community-based providers and support families in accessing external mental health resources
- Monitor student well-being trends and proactively address emerging needs
- Provide learning sessions to parents and guardians on relevant topics
- Use qualitative and quantitative data, observation, and community feedback to inform social-emotional program development and resource allocation

Collaboration & Consultation

- Partner with teachers, advisors, and administrators through consultation and shared problem-solving
- Participate in student support teams and contribute a whole-child, equity-minded perspective
- Collaborate with families as partners in student development while maintaining appropriate professional boundaries
- Support faculty and staff through guidance on student mental health, social-emotional learning, and developmentally appropriate practices
- Serve as a member of the Admissions Committee, contributing insights related to student support, transitions, and long-term student success
- Collaborate and consult as needed to support community safety and student well-being

Ethical Practice & Systems Management

- Uphold ethical standards consistent with professional counseling organizations and NAIS expectations
- Maintain accurate documentation and confidentiality in accordance with state and federal regulations
- Establish and maintain protocols for crisis response, mandated reporting, referrals, and re-entry after an extended absence
- Apply trauma-informed, developmentally appropriate, and culturally responsive practices including affirming approaches to neurodiversity, gender identity, and all dimensions of student identity.

Community Engagement & Professional Growth

- Contribute to a school culture that values wellness, inclusion, and belonging
- Engage in ongoing professional development related to adolescent development, group counseling, and school-based mental health
- Participate in supervision, consultation, or professional learning communities as appropriate

Qualifications:

- Master's degree in School Counseling, Clinical Mental Health Counseling, Social Work, or a related field
- Appropriate state licensure or certification (or eligibility)
- Three-five years of experience
- Experience working with neurodivergent students and families
- Training in, or familiarity with Collaborative Problem Solving (CPS) model and *Raising Moxie*; additional specialized trainings a plus
- Experience in school-based counseling, independent schools, and/or group counseling preferred
- Demonstrated ability to work independently while collaborating effectively within a school community
- Excellent verbal and communication skills
- Excellent organization skills
- Ability to use technology efficiently

In addition, the School Counselor will share in responsibilities associated with membership on the faculty, supervision of student activities, participating in special events and outreach programs, as well as lunch, movement, and Contract time supervision. Tremont faculty members also attend opening and closing work weeks (August/September and June) and other faculty meetings as scheduled.

Salary and benefits commensurate with experience.

Benefits:

- 401(k)
- 401(k) matching
- Dental insurance
- Health insurance
- Paid time off
- Parental leave
- Professional development assistance

Tremont School is an equal opportunity employer and does not discriminate on the basis of race, creed, age, color, sex, sexual orientation, gender identity or expression, marital status, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability, physical disability, including, but not limited to, blindness, status as a veteran, or any other classification protected by state or federal law in its employment, admissions practices, or access to programs or activities, in accordance with Title IX, Section 504 of the Rehabilitation Act of 1973, Title VII, the American Disabilities Act, the Age Discrimination in Employment Act, and other applicable federal and state law. Retaliation against anyone complaining of discrimination is strictly prohibited. If an applicant requires assistance, or a reasonable accommodation, to apply, please contact Tremont School at (781) 235-4805.

Research shows that underrepresented groups apply to jobs only if they meet 100% of the qualifications. Tremont School believes that no one ever meets 100% of the qualifications and we look forward to your application.

To apply, please send your cover letter, resume and the contact information for three professional references (references will not be contacted without the candidate's permission) to our Director of Finance at anan@tremontschool.org.