



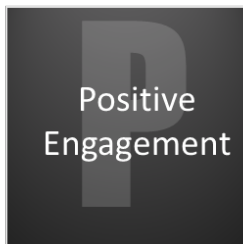
# Be a **COUNSELOR** in PSJA

*Students first. Students second. Students third. It's all about the students.*

Use your compassion and leadership talent to support student success  
Demonstrate your passion for learning and helping others achieve their highest potential

## What are we looking for?

*All leaders in PSJA are expected to embody the four broad categories of The Spirit of PSJA*



**Welcomes staff, students, parents, and community as honored members at the district table**

**Holds vision and expectations for success for all students and all staff**

**Develops and empowers individuals and teams for effective action**

**Maintains district at the forefront of educational service providers**

*In particular, excellent candidates for Counselor should demonstrate strength in these six characteristics:*

**Builds relationships**  
Builds positive, trusting relationships through frequent interactions which demonstrate care and interest in the well-being of all stakeholders

**Establishes shared vision**  
Develops and communicates a clear vision for the future with deep buy-in from all stakeholders

**Inspires Action**  
Motivates others to take responsible risks and perform at their highest level to support district vision and goals

**Manages change**  
Demonstrates courage, initiative, and perseverance in bringing about meaningful change to support the shared vision

**Exhibits professionalism**  
Exhibits awareness and reflection to manage emotions and engage in continuous personal growth

**Implements plan**  
Works with all stakeholders to implement vision by establishing goal, monitoring progress, and providing resources

*Learn more about The Spirit of PSJA and view full rubric on the PSJA HR webpage*

# How do I become a **COUNSELOR** in PSJA?

In order to sustain our consistently high expectations across all campuses, PSJA employs a pool process for selecting all campus leaders. Applicants first undergo a district selection process to be approved to be a counselor in PSJA. Principals may then interview and select from any candidate in the pool. Applicants may remain in the pool for up to 18 months before being re-evaluated. The counselor pool will open twice each year:

	<b>Applications reviewed</b>	<b>Interview process</b>	<b>Information sessions</b>
<b>January</b>	Middle 2 weeks of month	Last two weeks of month	Wednesday before posting
<b>May</b>	Last two weeks of month	First two weeks of June	Wednesday before posting

*Please watch PSJA's HR webpage for exact dates*

