

K-8 Guidance Counselor

Job Type: Full-Time, 10-Month Contract

Hours: Monday-Friday, 8:00 a.m.- 4:00 p.m.

Supervisor: Executive Director

Start Date: August 2025

About Us:

Sterling Montessori Academy & Charter School is more than a school—it's a thriving, dynamic, and diverse learning community dedicated to the Montessori philosophy and the pursuit of lifelong learning. Our mission is to foster independence, academic excellence, and respect for self and others, all within a culturally responsive and inclusive learning environment. Serving students from preschool through eighth grade, we provide a nurturing environment that fosters independence, academic excellence, and social responsibility. Our educators are passionate, our families are engaged, and our students are inspired every day.

About the Role:

At Sterling Montessori, we believe that every child deserves the tools to thrive—academically, socially, and emotionally. Our K-8 School Guidance Counselor plays a vital role in creating a safe, supportive, and inclusive environment where students can grow with confidence. Through individual and group counseling, proactive programming, and collaboration with teachers and families, our counselor helps students develop essential life skills, navigate challenges, and discover their full potential.

As a K-8 Guidance Counselor, you will:

- Collaborate with administration to plan and implement a comprehensive school counseling program that aligns with Sterling's mission and vision.
- Provide individual and group counseling to address developmental, preventive, and remedial needs of students.
- Guide students in managing conflicts through restorative practices, positive discipline, reflection, and learning opportunities.
- Support students of all abilities, including those with IEPs, 504 Plans, EL services, BIPs, and FBAs.
- Partner with teachers, families, and external resources to ensure every child receives holistic care and support.
- Respect confidentiality and maintain ethical and legal compliance in all counseling services aligned with ASCS model.
- Coordinate student support services and referrals for long-term resources when needed, following up to ensure lasting impact.
- Maintain current, relevant counseling resources for families, staff, and students.

Required Qualifications:

- Holds a School Counselor license at the master's level.
- Believes in fostering positive relationships, encouraging collaboration, and providing proactive support to help students thrive.
- Approaches every interaction with warmth, patience, and professionalism.

- Demonstrates a strong commitment to supporting diverse learners and empowering all students to succeed.
- Maintaining professional integrity and upholding confidentiality.

Preferred Qualifications:

- Experience in a public or charter Montessori school.

Why Join Sterling Montessori?

- A community committed to **whole-child education and growth**.
- A collaborative, respectful environment where teachers, counselors, and staff are **valued and supported**.
- A vibrant **Montessori community** where students are encouraged to explore and express themselves.
- **Opportunities for Professional Growth & Leadership Development** – We invest in our faculty and staff!
- **A Competitive Compensation & Benefits Package**, including: Professional Development Opportunities

Job Type: Full-time

Pay: From \$53,743.00 per year

Benefits:

- Dental insurance
- Flexible spending account
- Health insurance
- Life insurance
- Paid time off
- Retirement plan
- Vision insurance

Physical Setting:

- Charter school
- Public school
- School

Schedule:

- 8 hour shift
- Day shift
- Monday to Friday

Ability to Commute:

- Morrisville, NC 27560 (Required)

Work Location: In person