

JOB TITLE: School-Based Behavioral Health Counselor

Reports to: BHC Supervisor

Classification: Non- Exempt, Seasonal, Full-time

Date Approved: 12/29/2025

General Description:

The School-Based Behavioral Health Counselor (BHC) provides clinical assessment, brief treatment therapy, and care coordination to students referred through Education Plus Health's School-Based Health Centers (SBHCs). Education Plus Health (EPH) is a Philadelphia-based nonprofit organization that partners with public and charter schools to deliver integrated, trauma-informed health services that support students' academic success and overall well-being. The BHC provides individual (1:1) counseling and limited group services to students experiencing emotional, behavioral, or social challenges. Students are referred to the BHC through SBHC screenings and at times through school staff, Community Health Workers, or self-referral. Services are short-term and solution-focused, with referrals to external providers as needed.

The BHC works collaboratively as part of the SBHC team, including the Nurse Practitioner, Community Health Worker, and Licensed Practical Nurse, and coordinates care with school partners. The BHC is embedded within one or more partner schools and reports dually to the Behavioral Health Supervisor and the SBHC Nurse Practitioner at each assigned school.

Beginning in the 2026-2027 school year, this role will transition to supporting a new Education Plus Health partnership school. In addition to serving students, this school envisions a BHC that can serve parents/caregivers and students together for family therapy; and provide support to school staff. This school is located in Center City, and will begin serving students in grades 6 and 9, with additional grades enrolling in consecutive years. The BHC will have the opportunity to help shape the program in this school's inaugural year.

Duties and Responsibilities:

- Provide individual sessions with students referred by the Nurse Practitioner, maintain parental communication and consent as appropriate and assist with screening practices as needed
- Rotate between assigned school-based health clinics and other school clinics to assist with the implementation of Trauma-Focused Cognitive Behavior Therapy
- Work with SBHC and school social work staff as appropriate to refer students for a higher level of care
- Work in close collaboration with core program partners to maximize collaboration and care as parent- or student-approved via consent
- Maintain close consultation weekly with each SBHC team
- Maintain close relationships and consultation with relevant school staff
- Assist SBHC staff to identify and refer appropriate students for clinical services.
- Maintain thorough documentation of counseling sessions and all related coordination within the Athena Electronic Medical Record system
- Work with Supervisor and Director of Health Promotion to gather data to assess program

impact

- Other duties as assigned

Qualifications/Requirements

- Master's degree in psychology or related field.
- Active clinical license: Licensed Professional Counselor (LPC) or Licensed Clinical Social Worker (LCSW)
- Licensed Marriage and Family Therapist (LMFT) preferred
- TF-CBT certified preferred, but not required (training to be provided if needed)
- Demonstrated excellent clinical skills, technique, and ability to engage and serve youth in grades 6-12
- More than one year experience serving youth in Philadelphia or similar geographic area
- School-based and/or medical environment experience preferred
- Ability to work very well with a full team
- Excellent administrative skills and ability to participate in program development
- Excellent interpersonal, oral, and written communication skills.
- Computer and technological proficiency required
- Ability to work under pressure and handle emergency situations.

Please note that this is a full-time, seasonal position with Education Plus Health. The Behavior Health Counselor works on the school year calendar but continues to be paid in the summer months at a part-time rate.

General Sign Off:

I hereby acknowledge that I have read this job description. I fully understand the duties and responsibilities required of this position. I also agree to fulfill the job requirements as delineated herein and to adhere to all company's policies & procedures.

Employee's Signature

Date

Supervisor's Signature

Date