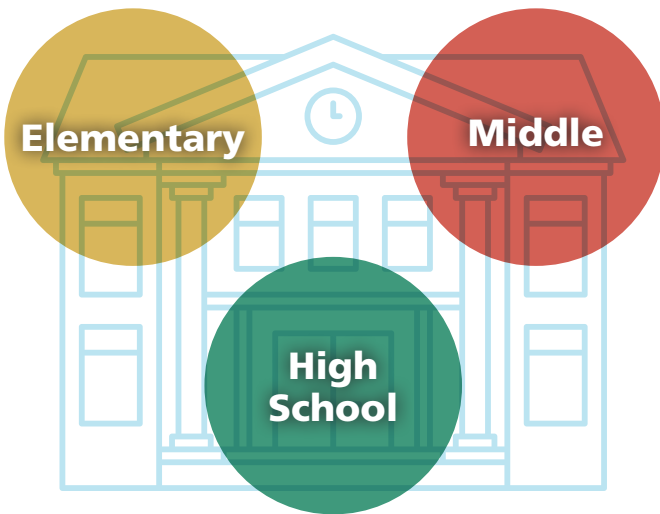


Who are School Counselors?

School counselors are certified/licensed educators who improve student success for each and every student by implementing a comprehensive school counseling program.

EMPLOYED AT ALL LEVELS



Also employed in district supervisory positions; and school counselor education positions



LEADERSHIP TEAM MEMBERS

School counselors work to maximize student success for each and every student. As vital members of the school leadership team, school counselors collaborate to create a school culture of success.

► School counselors help each and every student:

- apply academic achievement strategies
- manage emotions and apply interpersonal skills
- plan for postsecondary options (higher education, military, work force)

► Appropriate duties include providing:

- individual student academic planning and goal setting
- school counseling lessons based on ASCA Student Standards
- short-term counseling to students
- referrals for long-term support
- collaboration with families/teachers/ administrators/ community for student success
- advocacy for students at individual education plan meetings and other student-focused meetings
- data analysis to identify student issues, needs and challenges
- consult and collaborate with education partners to create success for each and every student

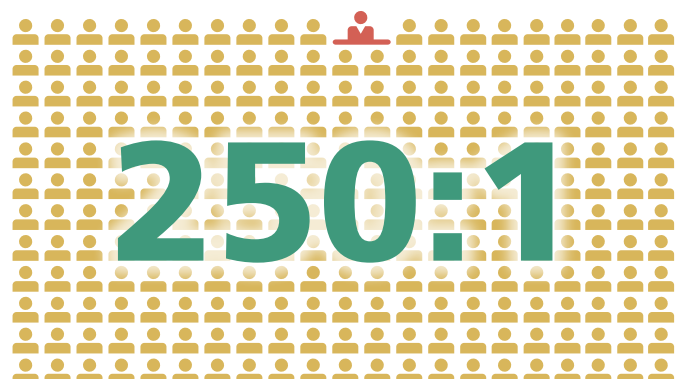


SCHOOL COUNSELOR QUALIFICATIONS

- Hold, at minimum, a master's degree in school counseling
- Meet the state certification/licensure standards
- Fulfill continuing education requirements
- Uphold ASCA ethical and professional standards

IDEAL CASELOAD

250 students per school counselor



The School Counselor's Role

School counselors design and deliver school counseling programs that improve life-readiness and academic success. They lead, advocate and collaborate to promote success for each and every student by connecting their school counseling program to the school's academic mission and school improvement plan. They uphold the ethical and professional standards of ASCA and promote the development of the school counseling program based on the following areas of the ASCA National Model: define, deliver, manage and assess.

DEFINE

School counselors create school counseling programs based on three sets of standards that define the profession. These standards help school counselors develop, implement and assess their school counseling program to improve student outcomes.

Student Standards –

ASCA Student Standards: Mindsets & Behaviors for Student Success

Professional Standards –

- ASCA Ethical Standards for School Counselors
- ASCA School Counselor Professional Standards & Competencies

MANAGE

To be delivered effectively, the school counseling program must be efficiently and effectively managed. School counselors use program focus and planning tools to:

1. Plan how each and every student will learn strategies and skills for student success by creating:

- [ASCA Student Standards delivery plan](#)
- [Lesson plans](#)
- [Small-group sessions plan](#)

2. Identify and address achievement gaps through establishing:

- [School counseling data priorities](#)
- [Achievement gap plans](#)

3. Plan and monitor time through:

- Weekly calendars
- Annual calendars
- [Use-of-time-5-day calculator](#)

School counselors work to create a future world where all students thrive.

4. Educate about and advocate for the school counseling program by holding:

- [Annual administrator conference](#)
- [Fall and spring advisory council meetings](#)

DELIVER

School counselors deliver developmentally appropriate activities and services directly to students or indirectly for students as a result of the school counselor's interaction with others.

These activities and services help students develop the ASCA Student Standards: Mindsets & Behaviors for Student Success and improve their life-readiness and academic success. Through the school counseling program, school counselors ensure academic, career and social/emotional development opportunities for each and every student.

Direct Services with Students

Direct services are in-person interactions between school counselors and students and include the following:

- Instruction
- Appraisal and Advisement
- Counseling

Indirect Services for Students

Indirect services are provided on behalf of students as a result of the school counselors' interactions with others including:

- Consultation
- Collaboration
- Referrals

ASSESS

To achieve the best results for students, school counselors regularly assess their program to:

- determine its effectiveness in helping each and every student succeed
- inform improvements to their school counseling program design and delivery
- show how students are different as a result of the school counseling program

School counselors also self-assess their own mindsets and behaviors to inform their professional development and annually participate in a school counselor performance appraisal with a qualified administrator. The ASCA National Model provides the following tools to guide assessment and appraisal.

Program Assessment

- School Counseling Program Assessment

School Counselor Assessment and Appraisal

- ASCA School Counselor Professional Standards & Competencies Assessment
- School Counselor Performance Appraisal Template