

Higher Education Teacher Preparation Standards

School Counselor grades PreK-12



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SCHOOL COUNSELOR

Early Childhood through Late Adolescence/Adulthood

PreK-12, adopted January 13, 2015

“Learner(s)” is defined as children including those with disabilities or exceptionalities, who are gifted, and students who represent diversity based on ethnicity, race, socioeconomic status, gender, language, religion, and geographic origin.

Standard 1: *The professional school counselor demonstrates knowledge of the philosophical, historical, and social foundations of contemporary education and counseling practice; and preparation standards, professional credentialing practices, legal and ethical behaviors.*

Function 1.1: The professional school counselor demonstrates knowledge of the philosophical, historical, and social foundations of contemporary education and counseling practices.

Content Knowledge

1.1.1.CK The counselor understands the philosophical, social, and historical foundations of contemporary education, learning theories and counseling practices.

1.1.2.CK The counselor understands the traditional and transformed role and function of the school counselor.

Professional Skills

1.1.3.PS The counselor implements a data-driven comprehensive school counseling program based on philosophical, social, legal, and historical foundations.

1.1.4.PS The counselor utilizes appropriate strategies in articulating and disseminating information on the role and function of the counselor.

Function 1.2: The professional school counselor has graduate level educational preparation based on professional standards, is licensed with professional credentialing practices and practice legal and ethical behaviors.

Content Knowledge

1.2.1.CK The counselor understands the ethical standards and principles and legal issues related to school counseling and how they apply to professional activities.

1.2.2.CK The counselor understands professional preparation standards, including credentialing and accreditation practices.

1.2.3.CK The counselor identifies resources and professional organizations relevant to school counselors and their professional development.

1.2.4.CK The counselor understands the importance of lifelong professional development, staying current in research and best practice.

Professional Skills (PS)

1.2.5.PS The counselor practices legal and ethical behavior in professional activities.

1.2.6.PS The counselor applies knowledge of professional preparation standards for obtaining credentialing.

1.2.7.PS The counselor engages in relevant professional development activities and implements new skills in counseling and counselor program.

1.2.8.PS The counselor demonstrates current data-driven approaches and techniques for effective counseling with current needs, issues and trends.

Standard 2: *The professional school counselor possesses the knowledge and skills to plan, organize, implement, and evaluate a comprehensive, developmental, results-based school counseling program.*

Function 2.1: The professional school counselor demonstrates the ability to implement a data-informed district-wide, comprehensive, developmental school counseling program based on the ASCA program components aligned with district missions and goals.

Content Knowledge

2.1.1.CK The counselor understands how the counseling curriculum integrates with the overall school curriculum.

2.1.2.CK The counselor understands the management and consultation skills needed for program development, implementation, promotion, and maintenance.

2.1.3.CK The counselor is aware of additional services and referral sources that can help meet learners' needs.

Professional Skills

2.1.4.PS The counselor develops and utilizes appropriate strategies for integrating other school personnel into the counseling program.

2.1.5.PS The counselor disseminates information for program development and implementation.

2.1.6.PS The counselor consults with community referral sources and uses these sources to assist learners in meeting their developmental needs.

Function 2.2: The professional school counselor demonstrates legal and ethical uses of assessment, measurement, and data to implement learner and program evaluation to enhance student learning and program effectiveness.

Content Knowledge

2.2.1.CK The counselor understands the principles, practices and applications of needs assessment and program evaluation.

Professional Skills

2.2.2.PS The counselor uses assessment processes to analyze counseling programs and make adjustments.

2.2.3.PS The counselor utilizes appropriate research data, program evaluation and other appraisal methods in continual program evaluation.

2.2.4.PS The counselor uses assessment of learners' needs as a basis for program development and implementation.

2.2.5.PS The counselor uses data to identify and effectively address the existing gaps between and among different groups of learners.

2.2.6.PS The counselor accomplishes measurable program objectives demonstrating skills in promotion, implementation, integration and management of programming.

Standard 3 *The professional school counselor understands and demonstrates appropriate counseling skills to address the needs of individuals throughout the stages of human development, possesses knowledge of related human behavior at all developmental levels and in multicultural contexts, and the impact of the stages and behaviors on learning and family dynamics.*

Function 3.1: The professional school counselor demonstrates theory based counseling skills to address the developmental needs of individuals across the lifespan and in multicultural contexts.

Content Knowledge

3.1.1.CK The counselor understands the theories of individual and family development and transition across the lifespan.

3.1.2.CK The counselor understands the theories of learning and personality as they relate to the developmental process.

3.1.3.CK The counselor understands the typical needs of learners at each developmental stage.

Professional Skills

3.1.4.PS The counselor applies knowledge of individual and family development in counseling learners.

3.1.5.PS The counselor applies techniques in individual and group counseling and classroom lesson design appropriate to the developmental stages of learners.

3.1.6.PS The counselor applies knowledge of developmental stages in implementing programs, strategies and interventions with individual and group counseling and classroom lesson design.

Function 3.2: The professional school counselor implements data-informed interventions within a multi-tier approach, collaborations, and consultations to enhance school success and family transitions.

Content Knowledge

3.2.1.CK The counselor understands the dynamics of normal and abnormal behavior.

Professional Skills

3.2.2.PS The counselor applies knowledge of the dynamics of normal and abnormal behavior in addressing the needs of all learners through the use of the multi-tier approach including counselor consultation, assessment, and referral.

3.2.3.PS The counselor applies data-informed programs and interventions designed to enhance learner character development and social emotional learning (e.g. include resilience, perseverance, empathy and self-discipline).

Standard 4: *The professional school counselor understands the major theories of individual and group counseling and demonstrates appropriate skills, techniques, and the use of technology in implementing individual and group counseling and classroom lesson design to promote academic, career, and personal/social development of learners.*

Function 4.1: Professional school counselors demonstrate using technology as a counseling tool in individual, group and classroom counseling to promote academic, career and personal/social development of learners.

Content Knowledge

- 4.1.1.CK The counselor understands the major theories of individual and group counseling.
- 4.1.2.CK The counselor understands the basic counseling skills and how technology can enhance the counseling program.
- 4.1.3.CK The counselor understands individual and group counseling strategies and methods.
- 4.1.4.CK The counselor understands characteristics and behaviors that influence the counseling process, including age, gender, social, and cultural diversity.
- 4.1.5.CK The counselor understands counseling theories and techniques for group and classroom lessons designed to promote academic, career, and personal/social development of learners.
- 4.1.6.CK The counselor understands the importance of personal, cultural, and behavioral characteristics in the counseling process.

Professional Skills

- 4.1.7.PS The counselor demonstrates skills in theoretical-based counseling interventions consistent with current best practice and professional research.
- 4.1.8.PS The counselor uses legally and ethically appropriate responsive services in the counseling process.
- 4.1.9.PS The counselor demonstrates skill of effective strategies and methods, including technology, in individual and group counseling and classroom lesson design.
- 4.1.10.PS The counselor implements a school counseling core curriculum in the counseling program that meets the academic, career and personal/social developmental needs of learners.

Function 4.2: The professional school counselor implements a developmentally appropriate data-informed program respectful of personal, cultural, and behavioral characteristics. (Examples of best practice interventions include multi-tiered approaches, peer helper programs, individual plans of study, career mentoring, healthy decision-making processes, and responsive services to address change, stress, transition, grief, and crisis situations.)

Content Knowledge

none

Professional Skills

4.2.1.PS The counselor applies the principles of the multi-tiered approach that may include, but not limited to peer helper programs, individual plans of study, career mentoring, crisis intervention, grief and bereavement counseling, and suicide prevention models responsive services to address change, stress, and transition within the context of a comprehensive school counseling program.

4.2.2.PS The counselor demonstrates knowledge of personal, cultural and behavioral characteristics in the counseling process.

Function 4.3: The professional school counselor demonstrates effective communication and leadership in the school setting.

Content Knowledge

none

Professional Skills

4.3.1.PS The counselor demonstrates effective communication and leadership in implementation of crisis intervention, grief and bereavement counseling, and suicide prevention models.

Standard 5: *The professional school counselor understands and demonstrates legal and ethical use of assessment, evaluation, and research in multicultural contexts.*

Function 5.1: The professional school counselor selects and implements best practice of using assessment, evaluation, and research to enhance the learning of all learners.

Content Knowledge

5.1.1.CK The counselor understands the basic types of research.

5.1.2.CK The counselor understands legal, ethical, and counselor best practice procedures for interpreting and disseminating learner data.

5.1.3.CK The counselor understands the appropriate technology in analysis, management, and storage of data.

5.1.4.CK The counselor understands the ethical standards and counselor best practice for selecting, administering, and interpreting assessment instruments and techniques.

5.1.5.CK The counselor understands how diversity affects individual and group assessment.

Professional Skills

5.1.6.PS The counselor evaluates assessment instruments to determine their appropriateness for use in counseling all learners.

5.1.7.PS The counselor implements traditional and digital procedures for managing, interpreting, and disseminating data obtained through assessment, research, and program evaluation.

5.1.8.PS The counselor utilizes appropriate programs, techniques, technology and methods of assessment in counseling learners.

Function 5.2: The professional school counselor implements theory-based strategies in the counseling curriculum designed to improve the learning and achievement of all learners based on school mission and program goals.

Content Knowledge

none

Professional Skills

5.2.1.PS The counselor uses appropriate academic and behavioral data to implement strategies in school counseling core curriculum, individual and group counseling, classroom lessons, and closing the gap action plans.

5.2.2.PS The counselor uses learner and program data to design and implement action plans aligning with the school mission and school counseling program goals.

- 5.2.3.PS The counselor implements technology in conducting research and program evaluation using legal and ethical standards and counselor best practices.
- 5.2.4.PS The counselor demonstrates ethical standards and best practice strategies for selecting, administering, and interpreting assessment; and evaluation instruments and techniques in counseling.

Standard 6: *The professional school counselor has knowledge of career development and applies a multi-tier approach for counseling all learners through their developmental stages.*

Function 6.1: The professional school counselor implements data-informed and developmentally appropriate individual, group, and classroom career development processes and counseling.

Content Knowledge

6.1.1.CK The counselor understands the relationship between academic experiences and future careers.

6.1.2.CK The counselor understands various career development theories.

6.1.3.CK The counselor understands the developmental stages in career planning throughout lifespan.

6.1.4.CK The counselor understands a variety of factors related to career development including work, employability skills, family, community, economics, diverse populations, and gender issues.

6.1.5.CK The counselor understands the various programs, techniques, technology, and methods of assessment for assisting learners in career planning.

6.1.6.PS The counselor facilitates an understanding of the relationship between learning and work, career and labor market information and resources, and career information systems in assisting learners in career development.

Professional Skills

6.1.7.PS The counselor utilizes various theories of career development in the counseling process based on the needs and developmental stage of the learner.

6.1.8.PS The counselor demonstrates skill in enhancing learner decision-making, goal-setting, personal/social, transition, and post-secondary planning.

6.1.9.PS The counselor collaborates with other educators to implement college and career ready, social emotional character education, and/or other curricular designed to prepare learners for post high school academic and career success.

Standard 7: *The professional school counselor understands the significance and demonstrates the skills of teaming and consultation, collaboration, and coordination in developing programs to facilitate the positive interaction between learners and their environment.*

Function 7.1: The professional school counselor demonstrates leadership and conducts theory based consultation and collaboration with families, school colleagues, and community stakeholders.

Content Knowledge

7.1.1.CK The counselor understands team dynamics.

7.1.2.CK The counselor knows that teaming involves integrating the components of the counseling program.

7.1.3.CK The counselor is aware of the collaborative roles in teaming and knows the function of other school personnel as consultants.

7.1.4.CK The counselor understands the importance of collaboration, coordination and consultation with other school personnel.

Professional Skills

7.1.5.PS The counselor applies principles of team dynamics.

7.1.6.PS The counselor integrates the components of the counseling program to enhance learner development.

7.1.7.PS The counselor collaborates and consults with other school personnel in assessing and meeting the needs of learners.

7.1.8.PS The counselor utilizes collaboration, coordination, and consultation in the teaming process to promote change.

Function 7.2: The professional school counselor facilitates the positive interactions between learners and their environment.

Content Knowledge

7.2.1.CK The counselor is aware of community support services and appropriate referral procedures.

7.2.2.CK The counselor utilizes community support services and makes appropriate referrals to community resources and community agencies.

Professional Skills

7.2.3.PS The counselor serves as a leader in the school and community relations to promote and support learner success.

7.2.4.PS The counselor provides team leadership to the school and community in a crisis.

7.2.5.PS The counselor communicates and collaborates with key stakeholders to identify needs and strategies and promote learner achievement and success.

Standard 8: *The professional school counselor understands social and cultural diversity across developmental stages and is able to identify appropriate counseling practices.*

Function 8.1: The professional school counselor positively influences school culture by addressing the social justice, identity development, character development and social emotional learning of all learners in a diverse world.

Content Knowledge

8.1.1.CK The counselor is cognizant of the impact social and cultural differences may have on learning and achievement and the results driven best counseling practices for all learners.

8.1.2.CK The counselor is knowledgeable of one's own social and cultural heritage and how it affects counseling practices.

8.1.3.CK The counselor understands how social and cultural differences affect counseling practices.

Professional Skills

8.1.4.PS The counselor develops the skills and techniques necessary to work with learners of varied social and cultural backgrounds.

8.1.5.PS The counselor identifies and addresses issues unique to specific social and cultural groups that affect the counseling process.

8.1.6.PS The counselor influences a positive school culture of respect and dignity for all learners by addressing social justice, identity development, character development, and social emotional learning of all learners.

Function 8.2: The professional school counselor demonstrates cultural competency by implementing individual and group counseling interventions and classroom lessons addressing the needs of all learners.

Content Knowledge

none

Professional Skills

8.2.1.PS The counselor uses appropriate techniques to address the needs of diverse populations.

8.2.2.PS The counselor creates and implements classroom lessons that recognize social and cultural diversity.

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