

**KENTUCKY STANDARDS  
OF PRACTICE  
FOR**



**SCHOOL COUNSELORS**



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## Section I: Overview

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### Introduction/Preamble

School counselors represent a significant and important component of the educational leadership team within K-12 schools of the Commonwealth. The standards, as authorized by *16 KAR 3:060, School Counselor, Provisional and Standard Certificates All Grades*, acknowledge the importance of a common core of knowledge, skills and abilities, as well as the specific skills and knowledge unique to the practice of professional school counseling. The standards for school counselor training and preparation represent the foundation for the profession of school counseling in the Commonwealth of Kentucky that will provide practicing school counselors with useful feedback and support as they grow and learn professionally.

### Defining the Kentucky School Counselor

A school counselor is a certified mental health professional supporting all K-12 students in their social/emotional, academic and career development. Through a comprehensive school counseling program, school counselors provide data-informed, universal and targeted learning experiences to develop the whole child in a diverse society.

### Roles and Responsibilities of the School Counselor

The daily work of a school counselor may differ depending on the setting and context (urban, suburban or rural; elementary, middle, high school or career technical center; and so on). At the core, however, the work of the professional school counselor is to provide direct and indirect student services in support of students' academic, career and social/emotional development.

School counselors maintain their focus on students' developmental levels and short and long-term goals and provide services accordingly. They also serve as leaders who advocate on behalf of their students within their schools and share in the creation of a positive learning environment. To ensure their effectiveness, school counselors continuously engage in a cycle of improvement in which they adjust their professional learning and practices according to an informed analysis of available data.

Effective school counselors possess a wide body of knowledge and specific personal and professional competencies. With the adoption of the *Kentucky Standards of Practice for School Counselors* along with the *Kentucky Standards of Preparation for School Counselors*, Kentucky has clearly defined the knowledge, skills and competencies of effective school counselors. These standards promote best practices for Kentucky school counselors and offer a core set of expectations. Kentucky school counselors offer students access to the kinds of high-quality direct and indirect student services described throughout this document, which will support students' academic, career and social/emotional development.

## Organization and Structure of the Standards

Each standard is organized as follows:

- **Standard:** The standard expresses a definable goal or area of responsibility of school counselors.
- **Narrative Summary:** The narrative summary describes the content of and rationale for each standard.
- **Elements:** The elements are statements of skills or characteristics that define effectiveness in the standard.
- **Indicators:** The indicators show the knowledge and skills of each element in practice. The indicators are observable or measurable statements that serve as tools in discussions of effective school counselors.

*NOTE: Samples of evidence follow each standard to provide samples of the roles and responsibilities completed by school counselors in Kentucky. Through collaboration with teams of teachers, administrators, multiple states and the American School Counseling Association (ASCA), this sample list has been created. These samples may or may not fit the expectations in a district. These possible samples of evidence may serve as evidence in the self-reflection and professional growth plan, and to inform educators' overall professional practice rating.*

The above organization by standard, narrative summary, element and indicator is shown in the graphic below:

**Standards:**

Overarching goals and themes that provide a framework for effective practice

**Narrative Summaries:**

Statements that describe key understandings, assumptions and beliefs related to the standards

**Elements:**

Specific statements that define the various skills and characteristics that demonstrate the effectiveness in each standard

**Indicators:**

Observable and/or measurable statements that provide evidence of the standards and elements in action

## Section II: Rationale, Purpose and Background

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### The Rationale

School counselors occupy an important leadership role in education and significantly contribute to outcomes used to measure the success of students and schools. Therefore, it is important to define the standards that govern that role.

The Professional Code of Ethics for Kentucky Certified Personnel ([16 KAR 1:020](#)) significantly influences both the preparation and the practice standards and are thus enmeshed within the standards. The Standards of Preparation provides the foundation for preparation programs and guides the school counselor candidate, while the *Kentucky Standards of Practice for School Counselors* guides the practicing counselor. These standards are interrelated as preparation begets practice; hence these documents have been published at the same time as they share a somewhat dependent relationship.

The Standards of Practice and the Standards of Preparation influence the development of the evolving *Kentucky Model of Comprehensive School Counseling*, which is meant to guide the professional learning community in its view and use of the school counselor and the school counselor program. The Kentucky Model is due in the fall 2020, following the ASCA Conference when a revised ASCA National Model is due to be shared. The revised ASCA National Model explains the evolving development of the Kentucky Model, as we want to use the most current national model in our development.

### Who Is the Audience for this Document?

The purpose for articulating clear, statewide standards is to provide a resource for school counselors to better understand what they should be doing in schools and to support school counselors in advocating for the importance of their profession; engaging in professional reflection and self-assessment; and pursuing their own professional learning. These standards are written for the individual school counselor.

This document, accompanied with the Kentucky Model of Comprehensive School Counseling, is also meant to be a clarifying document for school administrators for how the school counselor should be utilized within the schools. Special attention should be paid to the ratios as mentioned below in the *School Safety and Resiliency Act* and direct and indirect student services that the school counselor provides.

As a result of self-assessment using the standards, school counselors may decide to build their knowledge and skills in areas such as:

- Human growth and development, and the related needs at each stage;
- Theories of social development, personality and social learning, and their impact on students' academic, career and social/emotional development;
- Learning styles and learning theories, and their impact on academic performance;
- Effective counseling and teaching techniques;
- Effective approaches to prevention and intervention;
- Meeting the needs of various populations of students;
- Cultural awareness, competence, and social justice;

- Career-development theories and models;
- Education, training and employment trends, and labor market information and resources; and
- Emerging trends and issues in school counseling.

*NOTE: Administrators seeking guidance on building effective school counseling programs can find a detailed model in the Kentucky Comprehensive School Counseling Model.*



### Background of School Safety and Resiliency Act (Senate Bill 1, Signed on March 11, 2019)

In the wake of the Marshall County High School shooting on Jan. 23, 2018 as well as additional school shootings across the United States, Kentucky legislators began to determine the most appropriate practices for addressing the safety of Kentucky school children. Senate Bill 1 (SB1) was created out of a desire to keep Kentucky children’s safety a priority and address the emotional needs of students.

The standards set forth by SB1 strive to increase students’ access to behavioral health services, foster supportive learning environments and utilize proven strategies to address physical safety. A vital component of this bill relates to the preservation of school counselors’ time and ability to provide face-to-face services for students. Senate Bill 1 seeks to ensure appropriate counselor-to-student ratio to safeguard direct preventive and responsive services that protect the social, emotional and physical safety of Kentucky’s children.



## SB 1 as it Relates to the School Counseling Profession in Kentucky

**"School safety"** means a program of prevention that protects students and staff from substance abuse, violence, bullying, theft, the sale or use of illegal substances, exposure to weapons and threats on school grounds, and injury from severe weather, fire, and natural disasters.

### SECTION 16. A NEW SECTION OF KRS CHAPTER 158 IS CREATED TO READ AS FOLLOWS:

- (1) For purposes of this section:
  - (a) **"School counselor"** means an individual who holds a valid school counselor certificate issued in accordance with the administrative regulations of the Education Professional Standards Board;
  - (b) **"School-based mental health services provider"** means a licensed or certified school counselor, school psychologist, school social worker, or other qualified mental health professional as defined in KRS 202A.011; and
  - (c) **"Trauma-informed approach"** means incorporating principles of trauma awareness and trauma-informed practices, as recommended by the federal Substance Abuse and Mental Health Services Administration, in a school in order to foster a safe, stable, and understanding learning environment for all students and staff and ensuring that all students are known well by at least one (1) adult in the school setting.
- (2) The General Assembly recognizes that all schools must provide a place for students to feel safe and supported to learn throughout the school day, and that any trauma a student may have experienced can have a significant impact on the ability of a student to learn. The General Assembly directs all public schools to adopt a trauma-informed approach to education in order to better recognize, understand, and address the learning needs of students impacted by trauma and to foster a learning environment where all students, including those who have been traumatized, can be safe, successful, and known well by at least one (1) adult in the school setting. (a) Beginning July 1, 2021 or as funds and qualified personnel become available, each school district and each public charter school shall employ at least one (1) school counselor in each school with the goals of having one (1) school counselor for every two hundred fifty (250) students and the school counselor spending sixty percent (60%) or more of his or her time in direct services to students.



(3) (a) A school counselor or school-based mental health services provider at each school shall facilitate the creation of a trauma-informed team to identify and assist students whose learning, behavior, and relationships have been impacted by trauma. The trauma-informed team may consist of school administrators, school counselors, school-based mental health services providers, family resource and youth services coordinators, school nurses, and any other school or district personnel.

(b) Each school counselor or school-based mental health services provider providing services pursuant to this section, and the trauma-informed team members described in paragraph of this subsection, shall provide training, guidance, and assistance to other administrators, teachers, and staff on:

1. Recognizing symptoms of trauma in students;
2. Utilizing interventions and strategies to support the learning needs of those students; and
3. Implementing a plan for a trauma-informed approach as described in subsection (5) of this section.

As it pertains to the Center for School Safety board:

(n) A representative which shall be appointed by the Governor from one (1) list of three (3) names submitted by the Kentucky School Counselor Association

**SECTION 5. A NEW SECTION OF KRS CHAPTER 158 IS CREATED TO READ AS FOLLOWS:**

Designate a school safety and security threat assessment team at each school of the district consisting of two (2) or more staff members in accordance with policies and procedures adopted by the local board of education to identify and respond to students exhibiting behavior that indicates a potential threat to school safety or security. Members of a threat assessment team may include school administrators, school counselors, school resource officers, school-based mental health services providers, teachers, and other school personnel.

No later than November 1, 2019, and each subsequent year, the local school district superintendent shall report to the department the number and placement of school counselors in the district. The report shall include the source of funding for each position, as well as a summary of the job duties and work undertaken by each counselor and the approximate percent of time devoted to each duty over the course of the year.

Section 25. The Office of Education Accountability is directed to conduct a study on the usage of school counselors' time in schools. The Office of Education Accountability shall report its findings to the Interim Joint Committee on Education no later than December 1, 2019.

## Section III: Kentucky Standards for School Counselors

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<b>Standard 1:</b> Professional Identity/ Responsibility	School counselors will demonstrate a professional identity of ethical and legal practices and engage in ongoing professional learning.
<b>Standard 2:</b> Program Implementation	School counselors will develop and implement a culturally appropriate comprehensive school counseling program to advance the academic, career, and social/emotional development of all students, delivering both direct and indirect services.
<b>Standard 3:</b> Program Reflection and Evaluation	School counselors possess the knowledge, abilities, skills and attitudes necessary to engage in a cycle of continuous improvement using data to identify needs, plan and implement programs aligning with the <i>Kentucky Model for Comprehensive School Counseling</i> and <a href="#">ASCA School Counselor Professional Standards &amp; Competencies</a> , evaluate impact and refine their work through reflective analysis.
<b>Standard 4:</b> Leadership/Advocacy	School counselors serve as leaders and advocates for all students by demonstrating effective leadership, vision, collaboration with all stakeholders and equitable practices that embrace the diversity of the school community. School counselors serve as change agents through the development and ongoing refinement of a comprehensive school counseling program. The social/emotional, career and academic student development serves as the ultimate goal.

## STANDARD 1. PROFESSIONAL RESPONSIBILITY

School counselors will demonstrate a professional identity of ethical and legal practices and engage in ongoing professional learning.



### **Narrative Summary**

School counselors engage in ongoing professional learning with a focus on supporting students' academic, career and social/emotional development. To this end, school counselors seek learning opportunities specifically designed to increase relevant knowledge and enhance essential skills. To ensure their own effectiveness, school counselors engage themselves in a continuous process of professional goal setting, self-assessment, learning and growth. School counselors maintain and model a professional identity at all times.

The professional school counselor's responsibilities to students includes:

- A primary obligation to the counselee, who is to be treated with respect as a unique individual;
- Concern with the educational, career, emotional, and behavioral needs and encouraging the maximum development of each student;
- Refraining from consciously encouraging the student's acceptance of values, lifestyles, plans, decisions, and beliefs that represent the counselor's personal orientation;
- A responsibility for keeping informed of laws, regulations, and policies related to counsees and striving to ensure that the rights of counsees are adequately provided for and protected; and
- Practice within the ethical principles of the school counseling profession in accordance to the Professional Code of Ethics for Kentucky Certified Personnel [16 KAR 1:020](#) and the [ASCA Ethical Standards for School Counselors](#).

The professional school counselor has the following responsibilities to the community, parents and colleagues:

- Provide information to families about the school counseling program and inform them about all programs in the school in order to provide equity and access to every student; and
- Practice within the ethical principles of the school counseling profession in accordance to the Professional Code of Ethics for Kentucky Certified Personnel [16 KAR 1:020](#) and the [ASCA Ethical Standards for School Counselors](#).



**STANDARD 1. PROFESSIONAL RESPONSIBILITY**

School counselors will demonstrate a professional identity of ethical and legal practices and engage in ongoing professional learning.

STANDARD 1 ELEMENTS		INDICATORS
<b>1.1</b>	School counselors apply developmental, learning, counseling and education theories.	<ul style="list-style-type: none"> <li>a. School counselors use human development theories to have an impact on developmental issues affecting student success.</li> <li>b. School counselors use learning theory to support student achievement and success, including students with diverse learning needs.</li> <li>c. School counselors use established and emerging evidence-based counseling theories and techniques that are effective in a school setting to promote academic, career and social/emotional development, including but not limited to rational emotive behavior therapy, reality therapy, cognitive-behavioral therapy, Adlerian, Gestalt, solution-focused brief counseling, person-centered counseling and family systems.</li> <li>d. School counselors use counseling theories and techniques in individual, small group, classroom and large group settings to promote academic, career and social/emotional development.</li> <li>e. School counselors use career development theories to promote and support postsecondary planning.</li> <li>f. School counselors use the principles of multi-tiered systems of support within the context of a comprehensive school counseling program to provide instruction and interventions matched to student need.</li> <li>g. School counselors use systemic and environmental factors that affect human development, functioning, and behavior.</li> </ul>
<b>1.2</b>	School counselors demonstrate understanding of educational systems, legal issues, policies, research and trends in education and seek to keep up with the trends through ongoing, relevant and high-quality professional learning and growth.	<ul style="list-style-type: none"> <li>a. School counselors utilize the organizational structure and governance of the educational system as well as cultural, political and social influences on current educational practices, including federal and state legislation.</li> <li>b. School counselors utilize the history of school counseling to create a context for the current state of the profession and comprehensive school counseling programs.</li> <li>c. School counselors delineate the roles of student service providers, such as school social worker, school psychologist or school nurse, and identify best practices for collaborating to have an impact on student success.</li> <li>d. School counselors utilize education research to inform decisions and programming.</li> <li>e. School counselors engage in continual professional development and use resources to inform and guide ethical and legal work.</li> <li>f. School counselor seeks out opportunities for professional development based on an individual assessment of need and data.</li> <li>g. School counselors stay current with education research and best</li> </ul>

		<p>practices.</p> <p>h. School counselors create an annual growth plan, which will address the professional development opportunities they need to attend in order to improve their practices, <b>including trauma-informed practices training every three years.</b></p>
1.3	School counselors apply legal and ethical principles of the school counseling profession.	<p>a. School counselors follow <a href="#">Kentucky Educator Ethics</a> to demonstrate high standards of integrity, leadership and professionalism.</p> <p>b. School counselors follow the legal aspects of the role of the school counselor in accordance with the <a href="#">ASCA Ethical Standards for School Counselors</a>.</p> <p>c. School counselors adhere to the unique legal and ethical principles of working with minor students in a school setting.</p> <p>d. School counselors adhere to the ethical and statutory limits of confidentiality.</p> <p>e. School counselors consult with other education, counseling and legal professionals as needed when ethical and legal questions arise.</p> <p>f. School counselors resolve ethical dilemmas by employing an ethical decision-making model in accordance with the Kentucky Educator Ethical Standards.</p> <p>g. School counselors engage in continual professional development to inform and guide ethical and legal work.</p> <p>h. School counselors adhere to ethical and culturally relevant strategies for addressing career development.</p>
1.4	School counselors use the <i>Kentucky School Counseling Standards of Practice</i> to inform the implementation of a comprehensive school counseling program.	<p>a. School counselors utilize the <i>Kentucky School Counseling Standards of Practice</i> standards to address student needs demonstrated in data.</p> <p>b. School counselors prioritize <i>Kentucky School Counseling Standards of Practice</i> standards aligned with school improvement goals.</p> <p>c. School counselors select or create competencies aligned with the <i>Kentucky School Counselor Standards of Practice</i> and the <i>Kentucky Model for Comprehensive School Counseling</i>.</p> <p>d. School counselors use strategies to promote student understanding of and access to a variety of community-based resources within the implementation of the comprehensive school counseling program.</p>
1.5	School counselors apply school counseling professional standards and competencies to carry out the relevant objectives of the comprehensive	<p>a. School counselors conduct and analyze self-appraisal and assessment data based on the rubrics in Section IV of this document related to school counseling professional standards and competencies</p> <p>b. School counselors use personal reflection, consultation and supervision to promote professional growth and development</p> <p>c. School counselors use objectives within their school’s comprehensive school counseling program that reflect current knowledge and skills as provided in <i>the Kentucky Model for Comprehensive School Counselor Programs</i>.</p> <p>d. School counselors use objectives within the comprehensive school</p>

	school counseling program mission.	<p>counseling program that reflect input from all persons involved in the conduct of the program, including teachers, students and community members.</p> <p>e. School counselors use objectives within the comprehensive school counseling program that address student learning.</p> <p>f. School counselors use objectives within the comprehensive school counseling program that are written so they can be evaluated.</p>
1.6	School counselors demonstrate understanding of the impact of cultural, social and environmental influences on student success and opportunities.	<p>a. School counselors demonstrate basic knowledge and respect of differences in customs, communications, traditions, values and other traits among students based on race, religion, ethnicity, nationality, sexual orientation, gender identity, physical or intellectual ability and other factors.</p> <p>b. School counselors explain how students’ cultural, social and economic background may affect their academic achievement, behavior, relationships and overall performance in school.</p> <p>c. School counselors maintain and communicate high expectations for every student, regardless of cultural, social or economic background.</p> <p>d. School counselors explain the dynamics of cross-cultural communications and demonstrate the ability to communicate with persons of other cultures effectively.</p> <p>e. School counselors collaborate with administrators, teachers and other staff in the school and district to ensure culturally responsive curricula and student-centered instruction.</p> <p>f. School counselors understand personal limitations and biases, and articulate how they may affect the school counselor’s work.</p>
1.7	School counselors demonstrate advocacy in a comprehensive school counseling program.	<p>a. School counselors model school counselor advocacy competencies such as identification of institutional and social barriers that impede access, equity and success for all students to promote student success.</p> <p>b. School counselors model school counselor advocacy competencies such as consultation theories and the application of consultationskills to promote school counseling program development.</p> <p>c. School counselors explain the benefits of a comprehensive school counseling program for all stakeholders, including students, families, teachers, administrators and other school staff, school boards, department of education, school counselors, school counselor educators, community stakeholders and business leaders.</p> <p>d. School counselors articulate and provide rationale for appropriate activities for school counselors and for discontinuation of inappropriate activities for school counselors.</p> <p>f. School counselors use data (e.g., closing-the-opportunity gap reports, attendance, course passing, behavior) to promote reduction in school counselor-to-student ratios and reduction of inappropriate non-school-counseling-related tasks.</p> <p>g. School counselors participate in school counseling and education-related professional organizations.</p>

1.8	School counselors create systemic change through the implementation of a comprehensive school counseling program.	<ul style="list-style-type: none"> <li>a. School counselors act as a systems change agent to create an environment promoting and supporting student success.</li> <li>b. School counselors use data to identify how school, district and state educational policies, procedures and practices support and/or impede student success.</li> <li>c. School counselors use data to demonstrate a need for systemic change in areas such as course enrollment patterns; equity and access; and excellence, opportunity and/or information gaps.</li> <li>d. School counselors develop and implement a plan to address personal and/or institutional resistance to change that better supports student success.</li> </ul>
1.9	School counselors demonstrate professionalism in their field and have a professional responsibility to colleagues, parents, community members and students.	<ul style="list-style-type: none"> <li>a. School counselors display high standards of honesty, integrity and confidentiality in interactions with colleagues, students, and the public; advocates for students when needed.</li> <li>b. School counselors participate in seminars, workshops, trainings, conferences or other activities that contribute to personal and professional growth.</li> </ul>

### Sample Evidence

Component	Samples of evidence that may be evident during observation visit
Applying developmental, learning, counseling and education theories	<ul style="list-style-type: none"> <li>● Practices social justice/advocacy</li> <li>● Appreciates multiculturalism</li> <li>● Conducts career counseling</li> <li>● Maintains toolbox of theories and counseling techniques</li> <li>● Uses solution focused brief therapy</li> <li>● Conducts role playing</li> <li>● Leads and evaluates small group counseling</li> <li>● Differentiates techniques based on the unique needs of individual students</li> <li>● Works with students in classrooms, small groups and individually.</li> <li>● Communicates skills for academic success through school counseling curricula, responsive counseling, individual student planning and school counseling program support activities</li> <li>● Demonstrates the use of effective counseling skills</li> </ul>
Engaging in professional development	<ul style="list-style-type: none"> <li>● Studies current trends in school counseling</li> <li>● Participates in professional development</li> </ul>



	<ul style="list-style-type: none"> <li>● Participates as an active member in professional school counseling organizations</li> <li>● Attends frequent mental health professional development opportunities</li> <li>● Collaborates with colleagues</li> <li>● Connects with a variety of counselor listservs at state and district level and actively participates</li> <li>● Exchanges ideas in a variety of online platforms including sharing sites sponsored by professional counseling organizations and webinars</li> <li>● Works toward completing a RAMP application</li> <li>● School counselor seeks out opportunities for professional development that supports the comprehensive school counseling program.</li> </ul>
Applying legal and ethical principles of the school counseling profession	<ul style="list-style-type: none"> <li>● Practices within the ethical principles of the school counseling profession in accordance to the Professional Code of Ethics for Kentucky Certified Personnel <a href="#">16 KAR 1:020</a> and the <a href="#">ASCA Ethical Standards for School Counselors</a>.</li> <li>● Adheres to the legal responsibilities of the role of the school counselor, including the unique legal and ethical principles of working with minor students in a school setting</li> <li>● Adheres to the ethical and statutory limits of confidentiality</li> <li>● Fulfills legal and ethical obligations to families, teachers, administrators and other school staff</li> <li>● Consults with school counselors and other education, counseling and legal professionals when ethical and legal questions arise</li> <li>● Resolves ethical dilemmas by employing an ethical decision making model (B.3F) in accordance with the <a href="#">ASCA Ethical Standards for School Counselors</a>.</li> <li>● Engages in continual professional development to inform and guide ethical and legal work</li> </ul>
Applying school counseling professional standards and competencies	<ul style="list-style-type: none"> <li>● Stays current with school counseling research and best practices</li> <li>● Conducts and analyzes self-appraisal and assessment related to school counseling professional standards and competencies</li> <li>● Uses personal reflection, consultation and supervision to promote professional growth and development</li> <li>● Develops an annual professional development plan to ensure engagement in professional growth opportunities related to relevant professional standards and competencies and personal limitations</li> </ul>
Using the <i>Kentucky School Counseling Standards of Practice</i> to inform the implementation of a comprehensive school counseling program	<ul style="list-style-type: none"> <li>● Identifies sources of power and authority along with formal and informal leadership</li> <li>● Identifies and demonstrate professional and personal qualities and skills of effective leaders</li> <li>● Applies a model of leadership to a comprehensive school counseling program</li> <li>● Creates the organizational structure and components of an effective school counseling program aligned with the Kentucky Comprehensive School Counseling Model</li> <li>● Provides counseling through prevention and intervention</li> </ul>

	<ul style="list-style-type: none"> <li>● Applies the results of a school counseling program assessment to inform the design and implementation of the comprehensive school counseling program</li> <li>● Uses leadership skills to facilitate positive change for the comprehensive school counseling program</li> <li>● Defines the role of the school counselor and the school counseling program in the school crisis plan</li> <li>● Serves as a leader in the school and community to promote and support student success</li> <li>● Participates in the school improvement process to bring the school counseling perspective to the development of school goals</li> </ul>
<p>Understanding the impact of cultural, social and environmental influences on student success and opportunities</p>	<ul style="list-style-type: none"> <li>● Demonstrates basic knowledge and respect of differences in customs, communications, traditions, values and other traits among students based on race, religion, ethnicity, nationality, sexual orientation, gender identity, physical or intellectual ability and other factors</li> <li>● Explains how students’ cultural, social and economic background may affect their academic achievement, behavior, relationships and overall performance in school</li> <li>● Uses diverse multicultural perspectives in counseling</li> <li>● Maintains and communicate high expectations for every student, regardless of cultural, social or economic background</li> <li>● Explains the dynamics of cross-cultural communications and demonstrate the ability to communicate with persons of other cultures effectively</li> <li>● Collaborates with administrators, teachers and other staff in the school and district to ensure culturally responsive curricula and student-centered instruction</li> <li>● Understands barriers to learning and the causes/effects of them</li> <li>● Understands personal limitations and biases and articulates how they may affect the school counselor’s work</li> </ul>
<p>Demonstrating advocacy in a comprehensive school counseling program</p>	<ul style="list-style-type: none"> <li>● Discusses school counseling annual agreement with the principal and/or supervising administrator to formalize the delivery, management and accountability of the comprehensive school counseling program</li> <li>● Explains and models the appropriate role of the school counselor and the organization of the school counseling program</li> <li>● Advocates for diversity and equity in education</li> <li>● Advocates for the appropriate use of school counselor time based on national recommendations and student needs</li> <li>● Finalizes the school counseling annual agreement after presentation to and discussion with the principal and/or supervising administrator</li> </ul>
<p>Creating systemic change through the implementation of a comprehensive school counseling program</p>	<ul style="list-style-type: none"> <li>● Completes management templates for the school counseling program with other members of the school counseling staff</li> <li>● Explains school counseling program goals, their basis in student data and their alignment with the school improvement plan</li> </ul>

	<ul style="list-style-type: none"> <li>● Completes comprehensive school counseling program for the school with appropriate, effective prototypes</li> <li>● Understands how to help students find their strengths and support resilience</li> </ul>
Showing professionalism	<ul style="list-style-type: none"> <li>● Demonstrates professional and personal qualities and skills of effective leaders</li> <li>● Advocates for equity and inclusion for all students and staff</li> <li>● Helps in various school issues</li> <li>● Advocates for students and provides resources and support</li> <li>● Maintains confidentiality with individual counseling, groups, parent meetings and other meetings</li> <li>● Submits reports in a timely manner to appropriate agencies and school/district personnel</li> <li>● Collaborates with outside agencies, community partners and other school-based professionals (e.g. family resource center staff members, psychologists, social workers, etc.)</li> <li>● Initiates contact with parents/guardians</li> <li>● Collaborates with teachers/staff</li> <li>● Demonstrates honesty/integrity/confidentiality</li> <li>● Displays high standards of honesty, integrity and confidentiality in interactions with colleagues, students and the public; advocates for students when needed</li> </ul>

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## STANDARD 2. PROGRAM IMPLEMENTATION

School counselors will develop and implement a culturally appropriate comprehensive school counseling program to advance the academic, career and social/emotional development of all students, delivering both direct and indirect student services.

### Narrative Summary

School counselors provide preventive services to target the social/emotional development of all students through lessons developed for their comprehensive school counseling program. Academic needs are addressed and advocated for by school counselors, ensuring all students are appropriately placed and resources are available. Career opportunities for all students are explored through Individual Learning Plans and community resources, which school counselors coordinate for students.

Other direct services provided to students by school counselors may include but are not limited to individual and group counseling, one-on-one meetings, group lessons, school counseling curriculum lessons, parent/guardian and family education, and other approaches. Effective school counselors build on students' strengths, while helping them identify and **manage** their challenges.

Indirect student services are provided by the school counselor to ensure open communication and collaboration among the school, home and community to promote and build trust, understanding and partnerships. School counselors seek solutions and provide referrals to meet students' academic, career and social/emotional development needs.



**STANDARD 2. PROGRAM IMPLEMENTATION**

School counselors will develop and implement a culturally appropriate comprehensive school counseling program to advance the academic, career and social/emotional development of all students, delivering both direct and indirect services.

STANDARD 2 ELEMENTS		INDICATORS
<b>2.1</b>	School counselors design and implement instruction aligned to the <i>Kentucky School Counseling Standards of Practice</i> in large group, classroom, small group and individual settings for all students	<ul style="list-style-type: none"> <li>a. School counselors use student, school and district data to identify achievement, attendance and discipline issues to be addressed through instruction.</li> <li>b. School counselors evaluate cultural and social trends when developing and choosing curricula.</li> <li>c. School counselors identify appropriate evidence-based curricula aligned to <i>the Kentucky Comprehensive School Counseling Model</i>.</li> <li>d. School counselors demonstrate pedagogical skills, including culturally responsive classroom management strategies, lesson planning and personalized instruction.</li> <li>e. School counselors create lesson plans identifying activities to be delivered, standards to be addressed, to whom activities will be delivered, how they will be delivered and how data will be evaluated to determine impact on student outcomes.</li> <li>f. School counselors use a variety of technologies in the delivery of school counseling core lessons and activities.</li> <li>g. School counselors engage with school administrators, teachers and other staff to ensure the effective implementation of instruction.</li> <li>h. School counselors analyze data from lessons and activities to determine impact on student outcomes.</li> </ul>
<b>2.2</b>	School counselors create school counseling program beliefs, vision and mission statements aligned with the school and district	<ul style="list-style-type: none"> <li>a. School counselors analyze local school, district and state beliefs, assumptions and philosophies about student success, specifically what they should know and be able to do.</li> <li>b. School counselors compose comprehensive school counseling program belief statements about students, families, teachers, school counseling programs and the educational process consistent with the school's educational philosophy and mission.</li> <li>c. School counselors analyze a school's educational beliefs, vision and mission.</li> <li>d. School counselors create a school counseling vision statement describing a future world where student outcomes are being successfully achieved, stating the best possible outcomes desired for students that are five to 15 years away and aligned with the school and district vision.</li> <li>e. School counselors create a school counseling mission statement aligned with the school, district and state that is specific, concise, clear and comprehensive which emphasizes equity, access and success for every student; and indicates long-range results desired for all students.</li> </ul>

		f. School counselors communicate the vision and mission of the school counseling program to all appropriate stakeholders.
<b>2.3</b>	School counselors provide appraisal and advisement in large group, classroom, small group and individual settings and monitor student performance and progress.	<ul style="list-style-type: none"> <li>a. School counselors conduct detailed and individualized assessments of student needs to contribute to program planning.</li> <li>b. School counselors use assessments to help students understand their abilities, values and career interests.</li> <li>c. School counselors include career opportunities, labor market trends and global economics to help students develop immediate and long-range plans.</li> <li>d. School counselors help students cross reference occupational/career goals and individual assessment results through the Individual Learning Plan.</li> <li>e. School counselors help students understand how academic performance relates to the world of work, family life and community service.</li> <li>f. School counselors help students understand the importance of postsecondary education and/or training as a pathway to a career</li> <li>g. School counselors help students and families navigate postsecondary awareness, exploration, admissions and financial aid processes</li> <li>h. School counselors connect students to workplace experiences to deepen understandings and explore career interests.</li> </ul>
<b>2.4</b>	School counselors provide short-term counseling in small group and individual settings	<ul style="list-style-type: none"> <li>a. School counselors use data to identify students in need of counseling intervention.</li> <li>b. School counselors provide support for students, including individual and small group counseling, during times of transition, heightened stress, critical change or other situations impeding student success</li> <li>c. School counselors use an extensive range of counseling techniques to help students acquire skills in decision making and problem solving for both interactions with other students and future planning, including essential interviewing, counseling and case conceptualization skills.</li> <li>d. School counselors explain the impact of adverse childhood experiences and trauma and demonstrate techniques to support all students who have experienced trauma.</li> <li>e. School counselors respond with appropriate intervention strategies to meet the needs of the individual, group or school community before, during and after crisis response (i.e., suicide prevention models and strategies).</li> <li>f. School counselors use career counseling processes, techniques, and resources – including those applicable to specific populations – to help students develop career plans.</li> <li>g. School counselors employ principles of group dynamics, including group process components, developmental stage theories, and</li> </ul>

		<p>groups members' roles and behaviors, as well as therapeutic factors and how they contribute to group effectiveness in both small and large group counseling</p> <p>h. School counselors use approaches to group formation, including recruiting, screening, and selecting members as well as approaches used for other types of group work (including task groups, psycho educational groups, and therapy groups) in both small and large group counseling</p>
2.5	School counselors make referrals to appropriate school and community resources	<p>a. School counselors maintain a list of current referral resources, consistent with school and district policies, for students, staff and families to effectively address academic, career and social/emotional issues.</p> <p>b. School counselors communicate the limits of school counseling and the continuum of mental health services.</p> <p>c. School counselors understand and articulate why diagnoses and long-term therapy are outside the scope of school counseling.</p>
2.6	School counselors consult and collaborate with families, teachers, administrators, other school staff and education stakeholders for student achievement and success	<p>a. School counselors gather information on student needs from families, teachers, administrators, other school staff and community organizations to inform the selection of strategies for student success.</p> <p>b. School counselors share strategies that support student achievement with families, teachers, administrators, school staff and community organizations.</p> <p>c. School counselors consult with educational and outside agency colleagues integrating technological strategies and applications within counseling and consultation processes when applicable.</p> <p>d. School counselors facilitate in-service training or workshops for families, administrators, other school staff, teachers or other stakeholders to broaden the impact of the school counseling program.</p> <p>e. School counselors partner with others to advocate for student achievement and educational equity and opportunities.</p> <p>f. School counselors explain the potential for dual roles, such as talking to students about discipline issues as their counselor or as an educator that helps students evaluate their work while also being their school counselor.</p> <p>g. School counselors identify and involve appropriate school and community professionals as well as the family in a crisis</p> <p>h. School counselors supervise school counseling interns consistent with the principles of the <i>Kentucky School Counselor Standards of Preparation</i>.</p> <p>i. School counselors employ cultural characteristics and behaviors that influence helping processes including age, gender, and ethnic differences, verbal and nonverbal behaviors as well as personal characteristics, orientations and skills.</p>

		<p>i. School counselors collaborate with stakeholders to understand common medications that affect learning, behavior and mood in children and adolescents.</p> <p>j. School counselors collaborate with stakeholders to understand the signs and symptoms of substance abuse in children and adolescents as well as the signs and symptoms of living in a home where substance use occurs.</p>
2.7	School counselors maintain records and submit them in a timely fashion.	<p>a. School counselors provide thorough and accurate information to families about the school counseling program.</p> <p>b. School counselors provide, when applicable and not breaking confidentiality, information to stakeholders about students.</p>
2.8	School Counselors use assessment and testing to deliver effective services to students.	<p>a. School counselors understand historical perspectives concerning the nature and meaning of assessment and testing in school counseling.</p> <p>b. School counselors use strategies for interpreting assessment and evaluation instruments in order to be data-informed and to plan for interventions.</p> <p>c. School counselors employ reliability and validity in the use of assessments.</p> <p>d. School counselors use assessments relevant to academic/ educational, career, personal and social development</p> <p>h. School counselors use environmental assessments and systematic behavioral observations.</p> <p>i. School counselors use ethical and culturally relevant strategies for selecting, administering, and interpreting assessment and test results.</p>

### Sample Evidence

Component	Samples of evidence that may be evident during observation visit
Designing and implementing instruction aligned to the <i>Kentucky School Counseling Standards of Practice</i> in	<ul style="list-style-type: none"> <li>● Creates large group/classroom preventive lesson plans and implements these in classrooms in collaboration with teachers</li> <li>● Implements small group counseling using evidence-based materials and practices</li> <li>● Provides and implements individual counseling</li> </ul>



large group, classroom, small group and individual settings	<ul style="list-style-type: none"> <li>● Uses multiple intelligences to ensure that all students are reached</li> <li>● Implements an evidence-based school counseling curriculum to promote social/emotional learning</li> </ul>
Creating school counseling program beliefs, vision and mission statements aligned with the school and district	<ul style="list-style-type: none"> <li>● Creates and implements a comprehensive school counseling program that is culturally and developmentally appropriate for the counselor's school and district</li> </ul>
Providing appraisal and advisement in large group, classroom, small group and individual settings and monitoring student performance and progress.	<ul style="list-style-type: none"> <li>● Provides one-on-one advising to students about pathway classes and opportunities in high school to prepare them for post-secondary goals</li> <li>● Provides experiences, e.g. college, military and career fairs/college campus visits, to promote post-secondary goals</li> </ul>
Making referrals to appropriate school and community resources	<ul style="list-style-type: none"> <li>● Provides outside agencies to families when long-term counseling or therapy is needed</li> <li>● Submits referral forms (with parent/guardian permission) to outside agencies as needed</li> </ul>
Consulting to support student achievement and success	<ul style="list-style-type: none"> <li>● Communicates with outside agencies, within the boundaries of confidentiality, to help support student success</li> </ul>
Collaborating with families, teachers, administrators, other school staff and education stakeholders for student achievement and success	<ul style="list-style-type: none"> <li>● Collaborates with families to create learning environments that promote educational equity and success for every student</li> <li>● Creates two-way communication opportunities and accessibility for parents and the community</li> <li>● Offers workshops to meet various needs of the school, students and families</li> <li>● Uses multiple means of communication to inform families about counseling program</li> <li>● Provides information on the school website</li> <li>● Submits information for parent/guardian/student newsletters</li> <li>● Creates school counseling office brochure</li> <li>● Develops presentation on transition from one level or setting to another (e.g. elementary to middle, middle to high and high school to postsecondary)</li> <li>● Facilitates an advisory council for school counseling program</li> <li>● School counselor provides thorough and accurate information to families about the counseling program as a whole and about individual students</li> </ul>
Maintaining records and submitting them in a timely fashion	<ul style="list-style-type: none"> <li>● Maintains records of school counseling services according to district guidelines and procedures</li> <li>● Evaluates, documents and communicates evidence of effectiveness</li> </ul>

	<ul style="list-style-type: none"> <li>● Utilizes effective documentation as a tool to assist with year-to-year planning, organize continuity of interventions, increase reporting and accountability for the services provided, and to validate the necessity of providing direct service to students</li> <li>● Follows ethical guidelines for record keeping to protect student confidentiality and to organize contact data for reporting purposes</li> <li>● Follows <a href="#">FERPA</a> in maintenance of records</li> <li>● Maintains records of parent and teacher communications in accordance with the district's records and retention policies</li> <li>● Communicates with district and state on testing and attendance deadlines</li> <li>● School counselor provides thorough and accurate information to families about the school counseling program as a whole and about individual students.</li> <li>● Maintain records of bullying and act on these records appropriately.</li> </ul>
<p>Using assessment and testing to deliver effective services to students based on academic/educational, social/emotional and career development needs.</p>	<ul style="list-style-type: none"> <li>● Prepares for and conducts initial assessment meetings.</li> <li>● Follows procedures for assessing risk of aggression or danger to others, self-inflicted harm or suicide.</li> <li>● Uses procedures for identifying trauma and abuse and for reporting abuse.</li> <li>● Practices strategies for selecting administering and interpreting assessment and evaluation instruments.</li> <li>● Implements techniques for diagnostic and intervention planning purposes.</li> <li>● Uses assessments relevant to academic/educational, career and social/emotional development.</li> <li>● Uses environmental assessments and systematic behavioral observations.</li> <li>● Uses symptom checklists and personality and psychological testing.</li> <li>● Uses assessment results to diagnose developmental, behavioral and mental disorders.</li> <li>● Uses culturally relevant strategies for selecting, administering and interpreting assessment and test results.</li> </ul>

### STANDARD 3. PROGRAM REFLECTION AND EVALUATION

School counselors possess the knowledge, abilities, skills and attitudes necessary to engage in a cycle of continuous improvement using data to identify needs, plan and implement programs aligning with the *Kentucky Model for Comprehensive School Counseling*, evaluate impact and refine their work through reflective analysis.

#### **Narrative Summary**

The elements within the practitioner's model measure the school counselor's ability to implement, evaluate and continuously develop the comprehensive school counselor program. It is both the school counselor candidates' and the practicing school counselors' role to understand the importance of using data to plan, implement and continually improve. Data are a key element in accountability of the comprehensive school counseling program.



**STANDARD 3. PROGRAM REFLECTION AND EVALUATION**

School counselors possess the knowledge, abilities, skills and attitudes necessary to engage in a cycle of continuous improvement using data to identify needs, plan and implement programs aligning with the *Kentucky Model for Comprehensive School Counseling*, evaluate impact and refine their work through reflective analysis.

STANDARD 3 ELEMENTS		INDICATORS
3.1	School counselors identify areas for improvement in attendance, discipline, opportunity and resources	<ul style="list-style-type: none"><li>a. School counselors collect and analyze data to identify areas of success or areas for improvement between and among different groups of students in achievement, attendance, discipline and opportunities.</li><li>b. School counselors review, disaggregate and interpret student achievement, attendance and discipline data to identify and implement interventions as needed.</li><li>c. School counselors create goals based on student, school and/or district data to close the excellence, opportunity and/or information gaps.</li></ul>
3.2	School counselors monitor the effectiveness of the school counseling program through reflection of practice.	<ul style="list-style-type: none"><li>a. School counselors develop measurable outcomes for school counseling activities, interventions and experiences.</li><li>b. School counselors collaborate to create ongoing, regular assessments to measure the effectiveness of the school counseling program including pre and post assessments, needs assessments and the TELL Survey (along with other school or district surveys).</li><li>c. School counselor's reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. School counselor makes some specific suggestions as to how the school counseling program might be improved.</li></ul>
3.3	School counselors use data to recommend changes and adjustments to the comprehensive school counseling program, specific practices and/or school policies and procedures to foster student success.	<ul style="list-style-type: none"><li>a. School counselors continually use site-specific data to demonstrate results and refine, enhance or recommend changes to policies, procedures and programs as needed to promote students' academic, career and social/emotional development.</li><li>b. School counselors use achievement, attendance and/or discipline data to create school counseling program goals aligned with school improvement plans.</li><li>c. School counselors write goals in a measurable format – such as the SMART goal format – and include baseline and target data within the goal statement.</li><li>d. School counselors use student data and results from survey tools to monitor and refine school counseling program goals.</li><li>e. School counselors communicate program goals to administrators, teachers, other school staff and stakeholders.</li><li>f. School counselors continually seek ways to improve the counseling program and changes as needed in response to family, student, staff member or community input.</li></ul>

<p><b>3.4</b></p>	<p>School counselors develop and implement action plans aligned with program goals and student data.</p>	<ul style="list-style-type: none"> <li>a. School counselors design and implement school counseling action plans aligned with school and school counseling program goals and student data.</li> <li>b. School counselors determine appropriate students for the target group of action plans based on student, school and district data</li> <li>c. School counselors help individual students formulate academic, personal/social and career plans.</li> <li>d. School counselors select evidence-based curricula and activities to accomplish objectives or select/develop other materials informed by research and best practice if evidence-based materials do not exist.</li> <li>e. School counselors identify appropriate resources needed to implement action plans.</li> <li>f. School counselors identify intended impact on academics, attendance and discipline as result of action plan implementation.</li> <li>g. School counselors explain basic research sampling, methodology and analysis concepts as they relate to research outcomes and action research.</li> </ul>
<p><b>3.5</b></p>	<p>School counselors evaluate and report program results to the school community.</p>	<ul style="list-style-type: none"> <li>a. School counselors explain concepts related to program results and accountability, using both process and outcome measures within a comprehensive school counseling program.</li> <li>b. School counselors review progress toward school counseling program goals with the school community.</li> <li>c. School counselors analyze data in all aspects and designs (qualitative, quantitative, mixed research methods and statistical methods) to evaluate school counseling program effectiveness and to inform program development.</li> <li>d. School counselors collaborate with members of the school counseling team and with administration to decide how school counseling programs are evaluated and how results are shared.</li> <li>e. School counselors use data to demonstrate the value the school counseling program adds to student achievement.</li> <li>f. School counselors use presentation skills to share effectiveness data and results of action plans and activities with administrators, advisory councils, teachers, faculty and staff, families, school boards and stakeholders.</li> </ul>
<p><b>3.6</b></p>	<p>School counselors use time appropriately according to national and state recommendations and student/school data.</p>	<ul style="list-style-type: none"> <li>a. School counselors articulate the distinction between direct and indirect student services and advocate for a school counseling program free of non-school counseling assignments.</li> <li>b. School counselors assess use of time in direct and indirect student services and program management and school support to determine how much time is spent on each school counseling program component.</li> <li>c. School counselors advocate for the majority of school counselor time to be spent in school counseling services, thus limiting the impact of non-</li> </ul>

		<p>school counseling responsibilities on the effectiveness of the School Counseling program.</p> <p>d. School counselors organize and manage time to effectively implement a comprehensive school counseling program using skills including scheduling, publicizing and prioritizing time.</p> <p>e. School counselors create annual and weekly calendars to plan activities reflecting school counseling program goals.</p> <p>f. School counselors identify, evaluate and participate in fair-share responsibilities (the sharing of non-counseling duties equally across the entire faculty population).</p>
<b>3.7</b>	School counselors establish agreement with the principal and other administrators about the comprehensive school counseling program	<p>a. School counselors complete management templates for the school counseling program with other members of the school counseling staff.</p> <p>b. School counselors discuss school counseling annual agreement with the principal and/or supervising administrator to formalize the delivery, management and accountability of the comprehensive school counseling program.</p> <p>c. School counselors explain and model the appropriate role of the school counselor and the organization of the school counseling program.</p> <p>d. School counselors explain school counseling program goals, their basis in student data and their alignment with the school improvement plan.</p> <p>e. School counselors advocate for the appropriate use of school counselor time based on national and state recommendations and student needs.</p> <p>f. School counselors finalize the school counseling annual agreement after presentation to and/or discussion with the principal and/or supervising administrator.</p>
<b>3.8</b>	School counselors establish and convene an advisory council for the comprehensive school counseling program	<p>a. School counselors determine appropriate education stakeholders for representation on the advisory council and hold at least two advisory council meetings each school year.</p> <p>b. School counselors develop effective and efficient advisory council meeting agendas to inform stakeholders about the comprehensive school counseling program and to seek input from stakeholders about potential improvements to the program. Feedback should be actively solicited with time built in the agenda(s).</p> <p>c. School counselors explain and discuss school data, school counseling program assessment and school counseling program goals with the advisory council.</p> <p>d. School counselors record advisory council meeting notes and distribute as appropriate.</p> <p>e. School counselors analyze and incorporate feedback from the advisory council related to school counseling program goals as appropriate.</p>

3.9	School counselors use appropriate school counselor performance appraisal process	<p>a. School counselors explain and advocate for an appropriate school counselor performance appraisal process based on school counselor standards and implementation of the comprehensive school counseling program.</p> <p>b. School counselors explain how school counseling activities fit within categories of a performance appraisal instrument.</p> <p>c. School counselors utilize components of the <i>Kentucky Model for Comprehensive School Counseling</i> to document data-informed, student-focused activities that demonstrate evidence of meeting standards of performance appraisal instruments.</p>
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### Sample Evidence

Component	Samples of evidence that may be evident during observation visit
Identifying areas for improvement in attendance, discipline, opportunity and resources	<ul style="list-style-type: none"> <li>● Demonstrates knowledge of barriers for students toward achievement</li> <li>● Demonstrates knowledge of behaviors that place students at risk of low attendance and behavior/discipline issues</li> <li>● Manages resources so that all students have access to equitable learning</li> <li>● Assesses student needs to provide opportunity and resources for all</li> <li>● Creates an environment of respect and rapport so that students not only want to be in school, but also behave appropriately</li> </ul>

<p>Reflecting on practice</p>	<ul style="list-style-type: none"> <li>● Continually evaluates programs implemented and adjusts.</li> <li>● Plans school counselor advisory groups</li> <li>● Collects and provides strategies for student success</li> <li>● Surveys staff on perception of counseling program</li> <li>● Creates a growth plan</li> <li>● Participates in and brings value to professional learning communities</li> <li>● Develops school counseling core lesson plan reflections</li> <li>● Maintains personal/counseling notes</li> <li>● Assists in creating School Improvement Plan</li> <li>● Organizes his/her schedule and calendar for efficiency</li> <li>● School counselor’s reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics. School counselor makes some specific suggestions as to how the counseling program might be improved.</li> </ul>
<p>Uses data to recommend changes and adjustments to the comprehensive school counseling program, specific practices and/or school policies and procedures to foster student success.</p>	<ul style="list-style-type: none"> <li>● Use of data to identify achievement, attendance and discipline issues to be addressed through instruction</li> <li>● Use of data to identify how school, district and state educational policies, procedures and practices support and/or impede student success</li> <li>● Use of data to demonstrate a need for systemic change in areas such as course enrollment patterns; equity and access; and opportunity and/or information gaps</li> <li>● Use of student data and results from survey tools to monitor and refine school counseling program goals</li> </ul>
<p>Develops and implements action plans aligned with program goals and student data</p>	<ul style="list-style-type: none"> <li>● Assists students and teachers in the formulation of academic, social/emotional, and career plans based on knowledge of student needs</li> <li>● Uses counseling techniques in implementation of action plans</li> <li>● Brokers resources to meet student needs relating to action plans</li> </ul>
<p>Evaluates and reports program results to school community</p>	<ul style="list-style-type: none"> <li>● Assesses student needs</li> <li>● Reflects on practice to evaluate program</li> <li>● Communicates with school community and families</li> </ul>
<p>School counselors use time appropriately according to national recommendations and student/school data</p>	<ul style="list-style-type: none"> <li>● Demonstrates knowledge of state and federal regulations in relation to the counselor role and of resources both within and beyond the school and district to use time appropriately</li> <li>● Demonstrates flexibility and responsiveness</li> <li>● Manages routines and procedures appropriately</li> <li>● Brokers resources to meet needs appropriate to use of time</li> </ul>
<p>Establishes agreement with the principal and other administrators about the comprehensive school counseling program</p>	<ul style="list-style-type: none"> <li>● Meets with principal and administrators to establish agreement about the comprehensive school counseling program</li> <li>● Written agreement signed by principal and other administrators about the comprehensive school counseling program</li> </ul>



<p>Establishes and convenes an advisory council for the comprehensive school counseling program</p>	<ul style="list-style-type: none"> <li>● Demonstrates establishment of the advisory council for the comprehensive school counseling program</li> <li>● Sign-in sheets for each advisory council meeting and roster listing members of the advisory committee</li> <li>● Minutes of advisory committee meetings</li> <li>● Creates an advisory that is inviting, respectful, supportive, inclusive, and flexible</li> </ul>
<p>Uses appropriate school counselor performance appraisal process</p>	<ul style="list-style-type: none"> <li>● Assesses student needs</li> <li>● Use of performance appraisal of both the school counselor and the program based on rubrics (See Section IV)</li> <li>● Shows and models professionalism</li> </ul>

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## STANDARD 4. LEADERSHIP/ADVOCACY

The school counselor serves as a leader and an advocate for all students by demonstrating effective management and vision of the comprehensive school counselor program and collaboration with all stakeholders. School counselors provide equitable practices that embrace the diversity of the school community. The school counselor serves as a change agent through the development and ongoing refinement of a comprehensive school counseling program. The social/emotional, career and academic student development serves as the goal of the comprehensive school counseling program.

### Narrative Summary

School counselors recognize they hold a unique role in schools as leaders and advocates for the well-being of the whole child, including a student's academic, career and social/emotional development. School counselors have a big picture view of the school community, as well as the span of student development and growth. In this role, school counselors work as dedicated professionals who provide leadership and advocacy for the development, implementation and management of the comprehensive school counseling program. Through their ongoing collaborations with students, parents/guardians, families, school administrators and personnel, school counselors contribute to a caring, positive school culture.



**STANDARD 4. LEADERSHIP/ADVOCACY**

The school counselor serves as a leader and an advocate for all students by demonstrating effective leadership, vision and collaboration with all stakeholders. School counselors provide equitable practices that embrace the diversity of the school community. The school counselor serves as a change agent through the development and ongoing refinement of a comprehensive school counseling program. The social/emotional, career and academic student development serves as the goal of the comprehensive school counseling program.

STANDARD 4 ELEMENTS		INDICATORS
<b>4.1</b>	School counselors demonstrate leadership through the development and implementation of a comprehensive school counseling program.	<ul style="list-style-type: none"> <li>a. School counselors can communicate the vision and mission of their school counseling program to administrators, teachers, other school staff and stakeholders.</li> <li>b. School counselors compose a personal beliefs statement about students, families, teachers, school counseling programs and their educational process that is consistent with their school counseling program, as well as the school’s mission.</li> <li>c. School counselors establish and maintain positive, professional relationships with students, parents/guardians, staff members and community providers.</li> <li>d. School counselors can identify the organizational structure and individual components of their school counseling program. School counselors can communicate the difference between direct and indirect services.</li> <li>e. School counselors can identify areas of growth and strength in their own counseling program and make adjustments as needed.</li> <li>f. School counselors participate in the school improvement process to bring the school counseling perspective to the development of school goals.</li> <li>g. School counselors employ characteristics and functions of effective group leaders, including characteristics of leadership styles and approaches when designing group experiences in the comprehensive school counseling program.</li> <li>h. Organizes school-wide events on topics addressed in the school counseling program such as School Attendance Month, Bullying Month, Mental Health Month, Violence Prevention Month, Destigmatize Mental Health Campaigns, Kindness Month, Wellness Month.</li> </ul>
<b>4.2</b>	School counselors take leadership in promoting a school environment that is inclusive of, responsive to and	<ul style="list-style-type: none"> <li>a. School counselors demonstrate understanding of diverse populations (broadly defined to include all categories of diversity) and can anticipate and respond to demographic shifts in the building and community.</li> <li>b. School counselors advocate for practices promoting understanding and counteraction of stereotypes.</li> <li>c. School counselors actively promote equitable access for all students to educational opportunities and needed resources and services.</li> </ul>

	safe for its diverse members.	<ul style="list-style-type: none"> <li>d. School counselors demonstrate commitment to principles of equity and fairness and model these attitudes and behaviors for school and community members, regardless of personal beliefs.</li> <li>e. School counselors collaborate to create, implement and recommend school safety initiatives, including a crisis response plan.</li> </ul>
<b>4.3</b>	School counselors advocate on behalf of all students.	<ul style="list-style-type: none"> <li>a. School counselors are visible and accessible to all students, staff, families and community members.</li> <li>b. School counselors identify factors that enhance and impede students' academic, career and social/emotional development.</li> <li>c. School counselors champion for the resources needed to support all students' emotional, social and physical needs, as well promote their career and social/emotional development.</li> <li>d. School counselors advocate for various populations of students, using strategies to ensure equity of opportunities for all students.</li> </ul>
<b>4.4</b>	School counselors advocate for their profession and the role that they play in fostering student success and well-being.	<ul style="list-style-type: none"> <li>a. School counselors communicate the valuable role of the school counseling program to the mission of the school and the success of its students.</li> <li>b. School counselors provide professional learning opportunities and/or resource for other members of the school community.</li> </ul>
<b>4.5</b>	School counselors demonstrate leadership in the use of interpersonal and organizational power.	<ul style="list-style-type: none"> <li>a. School counselors deliberately align the mission and goals of their school counseling program to the school's mission and goals, as well as school counselor responsibilities annually.</li> <li>b. School counselors participate on school and district committees to advocate for student programs and resources.</li> <li>c. School counselors team and partner with staff, parents, businesses and community organizations to support student achievement for all students.</li> <li>d. School counselors defend student supports, equity and accessibility to a rigorous education with education stakeholders.</li> </ul>
<b>4.6</b>	School counselors demonstrate leadership through their participation in a professional community.	<ul style="list-style-type: none"> <li>a. School counselors participate in school and district events and projects, maintaining a positive and productive relationship with colleagues and stakeholders.</li> <li>b. School counselors regularly and routinely engage in professional development related to the needs of their school, students and counseling program.</li> </ul>

## Sample Evidence

Component	Samples of evidence that may be evident during observation visit
Serve as leaders.	<ul style="list-style-type: none"> <li>● Is sought by school employees for advice, support and guidance</li> <li>● Demonstrates professional and personal qualities and skills of effective leaders</li> <li>● Advocates for equity and inclusion for all students and staff</li> <li>● Helps in various school issues</li> <li>● Advocates for students and provides resources and support</li> <li>● Collaborates with outside agencies, community partners and other school-based professionals (e.g. family resource center staff members, psychologists, social workers, etc.)</li> <li>● Initiates contact with parents/guardians</li> <li>● Collaborates with teachers/staff</li> </ul>
Promotes a school environment that is inclusive of, responsive to and safe for its diverse members.	<ul style="list-style-type: none"> <li>● Participates on committees and advisory boards</li> <li>● Actively participates in professional development</li> <li>● Establishes goals for the counseling program appropriate to the setting and the students served</li> <li>● Creates an environment of respect and rapport</li> <li>● Establishes standards of conduct for student behavior throughout the school</li> <li>● Organizes physical space to provide a safe environment</li> <li>● Establishes a culture for productive communication</li> </ul>
Advocates on behalf of all students, as well as for their profession and the role that school counselors play in fostering student success and well-being.	<ul style="list-style-type: none"> <li>● Discusses school counseling annual agreement with the principal and/or supervising administrator to formalize the delivery, management and accountability of the comprehensive school counseling program</li> <li>● Explains and models the appropriate role of the school counselor and the organization of the school counseling program</li> <li>● Advocates for the appropriate use of school counselor time based on national recommendations and student needs</li> <li>● Finalizes the school counseling annual agreement after presentation to and discussion with the principal and/or supervising administrator</li> </ul>
Practices leadership in the use of interpersonal and organizational power	<ul style="list-style-type: none"> <li>● Identifies sources of power and authority and formal and informal leadership</li> <li>● Identifies and demonstrate professional and personal qualities and skills of effective leaders</li> <li>● Uses leadership skills to facilitate positive change for the comprehensive school counseling program</li> <li>● Serves as a leader in the school and community to promote and support student success</li> <li>● Participates in the school improvement process to bring the school counseling perspective to the development of school goals</li> </ul>
Demonstrates leadership	<ul style="list-style-type: none"> <li>● Understands and applies leadership in the school and district-wide</li> </ul>

through participating in a professional community.

meetings

- Participates in school and district team meetings, professional learning communities, and open house/parent nights
- Participates actively in school and district events and projects and maintains positive and productive relationships with colleagues

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## Section IV: School Counselor Standards Crosswalk and Rubric

To show direct alignment as well as appropriate measurement of the school counselor role, this section presents the following:

1. A comparison of *Kentucky School Counseling Standards of Practice* to [ASCA School Counselor Professional Standards & Competencies](#)
2. A comparison of 2019 Kentucky School Counselor Preparation Standards to Kentucky Counselor Practice Standards
3. School Counselor Performance Rubric
4. School Counseling Program Assessment

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## 2019 Kentucky School Counselor Practice Standards to ASCA Competencies

Proposed Ky. School Practice Themes	Proposed Ky. School Counselor Practice Standards Components	Proposed ASCA Competencies Themes	ASCA Competencies Components
Professional Identity/ Responsibility	<p>Standard 1.1. School counselors apply developmental, learning, counseling and education theories.</p> <ul style="list-style-type: none"> <li>Indicators a–f for Kentucky School Counselor Practice Standard 1.1 are in direct alignment with ASCA Standard B-PF 1, a – f.</li> <li>Systemic and environmental factors that affect human development, functioning, and behavior.</li> </ul>	Behaviors: Professional Foundation	<p>1. Developmental, learning, counseling and education theories</p> <ul style="list-style-type: none"> <li>- All components contained within proposed standards; only additional components are listed in proposed standards.</li> </ul> <p>2. c. Explain and/or inform the process for development of policy and procedures at the building, district, state and national levels</p>
Professional Identity/ Responsibility	<p>Standard 1.2 School counselors demonstrate understanding of educational systems, legal issues, policies, research and trends in education and seek to keep up with the trends...</p> <ul style="list-style-type: none"> <li>Indicators a–d for Kentucky School Counselor Practice Standard 1.2 are in direct alignment with ASCA Standard B-PF 2, a–b, d-f, h; B-PF, a, d; and B-PF 4,d.</li> </ul>	Behaviors: Professional Foundation	<p>2. Demonstrate understanding of educational systems, legal issues, policies, research and trends in education</p> <ul style="list-style-type: none"> <li>- All components contained within proposed standards; only additional components are listed in proposed standards.</li> </ul>
Professional Identity/ Responsibility	<p>Standard 1.3. School counselors apply legal and ethical principles of the school counseling profession.</p> <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 1.3 are in direct alignment with ASCA Standard B-PF 3.</li> </ul>	Behaviors: Professional Foundation	<p>3. Apply legal and ethical principles of the school counseling profession</p> <ul style="list-style-type: none"> <li>- All components contained within proposed standards; only additional components are listed in proposed standards.</li> </ul>
Professional Identity/ Responsibility	<p>Standard 1.4. School counselors use the Kentucky School Counselor Model of Practice to inform the implementation of a CSCP.</p> <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 1.4 are in direct alignment with ASCA Standard B-PF 5.</li> </ul>	Behaviors: Professional Foundation	<p>5. Use ASCA Mindsets and Behaviors for Student Success standards to inform the implementation of a CSCP.</p> <ul style="list-style-type: none"> <li>- All components contained within proposed standards; only additional components are listed in proposed standards.</li> </ul>
Professional Identity/ Responsibility	<p>Standard 1.5. School counselors apply professional standards and competencies to carry out the relevant objectives of the CSCP mission.</p> <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 1.5 are in direct alignment with ASCA Standard B-PF 4.</li> <li>Self-appraisal and assessment data based on the rubrics in Section IV of this document related to school counseling professional standards</li> <li>Use of objectives within the CSCP (1) as provided in the Kentucky Model for Comprehensive School Counselor Programs, (2) that include input from all stakeholders, (3) that address student learning, and (4) that are written so they can be evaluated.</li> </ul>	Behaviors: Professional Foundation	<p>4. Apply school counseling professional standards and competencies</p> <ul style="list-style-type: none"> <li>- All components contained within proposed standards; only additional components are listed in proposed standards.</li> </ul>
Professional Identity/ Responsibility	<p>Standard 1.6 School counselors demonstrate understanding of the impact of cultural, social and environmental influences on student success and opportunities.</p> <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 1.6 are in direct alignment with ASCA Standard B-PF 6.</li> </ul>	Behaviors: Professional Foundation	<p>6. Demonstrate understanding of the impact of cultural, social and environmental influences on student success and opportunities</p> <ul style="list-style-type: none"> <li>- All components contained within proposed standards; only additional components are listed in proposed standards.</li> </ul>
Professional Identity/ Responsibility	<p>Standard 1.7. School counselors demonstrate advocacy in a comprehensive school counseling program.</p> <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 1.7 are in direct alignment with ASCA Standard B-PF 7.</li> </ul>	Behaviors: Professional Foundation	<p>8. Demonstrate advocacy for a comprehensive school counseling program</p> <ul style="list-style-type: none"> <li>- All components contained within proposed standards; only additional components are listed in proposed standards.</li> </ul>



Professional Identity/ Responsibility	Standard 1.8 School counselors create systemic change through the implementation of a CSCP. <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 1.8 are in direct alignment with ASCA Standard B-PF 8.</li> </ul>	Behaviors: Professional Foundation	9. Create systemic change through the implementation of a comprehensive school counseling program - All components contained within proposed standards; only additional components are listed in proposed standards.
Professional Identity/ Responsibility	Standard 1.9. School counselors demonstrate professionalism in their field and have a professional responsibility to colleagues, parents, community members and students. <ul style="list-style-type: none"> <li>School counselors display high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public; advocates for students when needed.</li> <li>School counselors participate in seminars, workshops, trainings, conferences or other activities that contribute to personal and professional growth.</li> </ul>	Behaviors: Professional Foundation	7. b. Identify and demonstrate professional and personal qualities and skills of effective leaders  3. c. Adhere to the ethical and statutory limits of confidentiality 3. d. Fulfill legal and ethical obligations to families, teachers, administrators and other school staff 3. h. Engage in continual professional development to inform and guide ethical and legal work
Program Implementation	2.1. School counselors design and implement instruction aligned to the ASCA Mindsets and Behaviors for Student Success in large group, classroom, small group and individual settings <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 2.1 are in direct alignment with ASCA Standard B-SS 1.</li> </ul>	Behaviors: Student Services	1. Design and implement instruction aligned to the ASCA Mindsets and Behaviors for Student Success in large group, classroom, small group and individual settings. - All components contained within proposed standards; only additional components are listed in proposed standards.
Program Implementation	2.2. School counselors create school counseling program beliefs, vision and mission statements aligned with the school and district <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 2.2 are in direct alignment with ASCA Standard B-PA 1.</li> </ul>	Behaviors: Planning and Assessment	1. Create school counseling program beliefs, vision and mission statements aligned with the school and district - All components contained within proposed standards; only additional components are listed in proposed standards.
Program Implementation	2.3. School counselors provide appraisal and advisement in large group, classroom, small group and individual settings and monitor student performance and progress. <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 2.3 are in direct alignment with ASCA Standard B-SS 2.</li> </ul>	Behaviors: Student Services	2. Provide appraisal and advisement in large group, classroom, small group and individual settings  - All components contained within proposed standards; only additional components are listed in proposed standards.
Program Implementation	2.4. School counselors provide short-term counseling in small group and individual settings <ul style="list-style-type: none"> <li>Indicators a-e for Kentucky School Counselor Practice Standard 2.5 are in direct alignment with ASCA Standard B-SS 3 a-e.</li> <li>Indicators f-g for Kentucky School Counselor Practice Standard 2.5 are in alignment with ASCA Standard B-PF 1.c.</li> </ul>	Behaviors: Student Services and Professional Foundation	B-SS 3. Provide short-term counseling in small group and individual settings B-PF 1. c. Use ... counseling theories and techniques that are effective in a school setting to promote ... career ... development... - All components contained within proposed standards; only additional components are listed in proposed standards.
Program Implementation	2.5. School counselors make referrals to appropriate school and community resources <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 2.6 are in direct alignment with ASCA Standard B-SS 4.</li> </ul>	Behaviors: Student Services	4. Make referrals to appropriate school and community resources  - All components contained within proposed standards; only additional components are listed in proposed standards.
Program Implementation	2.6. School counselors consult and collaborate ... <ul style="list-style-type: none"> <li>Indicators a – i for Kentucky School Counselor Practice Standard 2.7 are in direct alignment with ASCA Standards B-SS 5 and B-SS 6.</li> <li>Collaborate with stakeholders to understand the signs and symptoms of substance abuse</li> </ul>	Behaviors: Student Services	5. Consult to support student achievement and success 6. Collaborate with families, teachers, administrators, other school staff and education stakeholders for student achievement and success 3. d. Explain the impact of adverse childhood experiences and trauma, and demonstrate techniques to support students who have experienced trauma
Program Implementation	2.7. School counselors maintain records and submit them in a timely fashion. <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 2.8 are in direct alignment with ASCA Standard B-PA 5.</li> </ul>	Behaviors: Planning and Assessment	B-PA 5. Evaluate and report program results to the school community - All components contained within proposed standards; only additional components are listed in proposed standards.

Program Implementation	<p>2.8. School Counselors use assessment and testing to deliver effective services to students</p> <ul style="list-style-type: none"> <li>• Historical perspectives concerning the nature and meaning of assessment and testing in school counseling</li> <li>• Use strategies for interpreting assessment and evaluation instruments in order to be data-informed and to plan for interventions</li> <li>• Employ reliability and validity in the use of assessments</li> <li>• Use assessments relevant to academic/educational, career, personal, and social development</li> <li>• Environmental assessments and systematic behavioral observations</li> <li>• Ethical and culturally relevant strategies for selecting, administering, and interpreting assessment and test results</li> </ul>	Behaviors: Professional Foundation and Student Services	<p>PF 7. e. Apply the results of a school counseling program assessment to inform the design and implementation of the comprehensive school counseling program</p> <p>SS 2. Provide appraisal and advisement in large group, classroom, small group and individual settings</p> <p>SS 2.b. Use assessments to help students understand their abilities, values and career interests</p>
Program Reflection and Evaluation	<p>3.1. Identify gaps in achievement, attendance, discipline, opportunity and resources</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.1 are in direct alignment with ASCA Standard B-PA 2.</li> </ul>	Behaviors: Planning and Assessment	<p>2. Identify gaps in achievement, attendance, discipline, opportunity and resources</p> <ul style="list-style-type: none"> <li>- All components contained within proposed standards; only additional components are listed in proposed standards.</li> </ul>
Program Reflection and Evaluation	<p>3.2. School counselors monitor the effectiveness of the school counseling program through reflection of practice.</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.2 are in direct alignment with ASCA Standards B-PA 3.b and B-PA 5.</li> </ul>	Behaviors: Planning and Assessment	<p>B-PA 5. Evaluate and report program results to the school community</p> <p>B-PA 3. b. Write goals in a measurable format such as the SMART goal format, and include baseline and target data within the goalstatement</p>
Program Reflection and Evaluation	<p>3.3. School counselors use data for to CSCP</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.3 are based on ASCA Standard B-PA 3 Indicators.</li> </ul>	Behaviors: Planning and Assessment	B-PA 3. Develop school counseling program goals based on student data
Program Reflection and Evaluation	<p>3.4. School counselors develop ...</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.4 are in direct alignment with ASCA Standard B-PA 4.</li> </ul>	Behaviors: Planning and Assessment	B-PA 4. Develop and implement action plans aligned with program goals and student data
Program Reflection and Evaluation	<p>3.5. School counselors evaluate and report program results to the school community.</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.5 are in direct alignment with ASCA Standard B-PA 5.</li> </ul>	Behaviors: Planning and Assessment	B-PA 5. Evaluate and report program results to the school community
Program Reflection and Evaluation	<p>3.6. School counselors use time ...</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.6 are in direct alignment with ASCA Standard B-PA 6.</li> </ul>	Behaviors: Planning and Assessment	B-PA 6. Use time appropriately according to national recommendations and student/school data
Program Reflection and Evaluation	<p>3.7. School counselors establish agreement with the principal and other administrators about the comprehensive school counseling program</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.7 are in direct alignment with ASCA Standard B-PA 7.</li> </ul>	Behaviors: Planning and Assessment	B-PA 7. Establish agreement with the principal and other administrators about the comprehensive school counseling program
Program Reflection and Evaluation	<p>3.8. School counselors establish and convene an advisory council for the comprehensive school counseling program</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.8 are in direct alignment with ASCA Standard B-PA 8.</li> </ul>	Behaviors: Planning and Assessment	B-PE 8. Establish and convene an advisory council for the comprehensive school counseling program
Program Reflection and Evaluation	<p>3.9. School counselors use appropriate school counselor performance appraisal process</p> <ul style="list-style-type: none"> <li>• Indicators for Kentucky School Counselor Practice Standard 3.9 are in direct alignment with ASCA Standard B-PA 9.</li> </ul>	Behaviors: Planning and Assessment	B-PA 9. Use appropriate school counselor performance appraisal process

Leadership	<p>4.1. School counselors demonstrate leadership through the development and implementation of a comprehensive school counseling program.</p> <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 4.1 are in direct alignment with ASCA Standard B-PF 7 and B-PF 1.f.</li> </ul>	Behaviors: Professional Foundation	B-PF 7. Demonstrate leadership through the development and implementation of a comprehensive school counseling program B-PF 1. f. Communicate the vision and mission of the school counseling program to administrators, teachers, other school staff and stakeholders
Leadership	<p>4.2 School counselors take leadership in promoting a school environment that is inclusive of, responsive to and safe for its diverse members.</p> <ul style="list-style-type: none"> <li>Indicators for Kentucky School Counselor Practice Standard 4.2 are in direct alignment with ASCA Standard B-PF 6 and B-SS 6.a.</li> </ul>	Behaviors: Professional Foundation and Student Services	B-PF 6. Demonstrate understanding of the impact of cultural, social and environmental influences on student success and opportunities communications, traditions, values and other traits among students B-SS 6. a. Partner with others to advocate for student achievement and educational equity and opportunities
Leadership	<p>4.3. School counselors advocate on behalf of all students and visible/accessible to all students, staff, families and community members.</p> <ul style="list-style-type: none"> <li>Identify factors that enhance and impede students' academic, career and social/emotional development.</li> <li>Champion for the resources needed to support all students' needs, as well promote the career and social/emotional development.</li> <li>School counselors advocate for various populations of students, using strategies to ensure equity of opportunities for all students.</li> </ul>	Behaviors	B-SS 6. a. Partner with others to advocate for student achievement and educational equity and opportunities B-PA 2. a. Collect and analyze data to identify areas of success or gaps between and among different groups of students B-PA 4. e. Identify appropriate resources needed to implement action plans B-PF 8. a. Model school counselor advocacy competencies to promote school counseling program development and student success
Leadership	<p>4.4. School counselors advocate for their profession and the role that they play in fostering student success and well-being.</p> <ul style="list-style-type: none"> <li>Communicate the valuable role of the school counseling program to the mission of the school and the success of its students.</li> </ul>	Behaviors: Professional Foundation	B-PF 8. a. Model school counselor advocacy competencies to promote school counseling program development and student success B-PF 7. g. Define the role of the school counselor and the school counseling program in the school crisis plan
Leadership	<p>4.5. School counselors demonstrate leadership in the use of interpersonal and organizational power.</p> <ul style="list-style-type: none"> <li>Align the mission and goals of the school counseling program to the school's mission and goals as well as school counselor responsibilities.</li> <li>Partner with staff, parents, businesses and community organizations to support student achievement for all students.</li> </ul>	Behaviors: Professional Foundation and Student Services	B-PF 7. c. Apply a model of leadership to a CSCP. B-PE 1. e. Create a school counseling mission statement aligned with school, district and state missions B-SS 6. a. Partner with others to advocate for student achievement and educational equity and opportunities
Leadership	<p>4.6 School counselors demonstrate leadership through the participation in a professional community.</p> <ul style="list-style-type: none"> <li>Participate in school and district events and projects, maintaining a positive and productive relationship with colleagues and stakeholders.</li> <li>Engage in professional development related to the needs of their school, students and counseling program.</li> </ul>	Behaviors: Professional Foundation and Planning/ Assessment	B-PF 7. i. Participate in the school improvement process to bring the school counseling perspective to the development of school goals. B-PA 6. f. Identify, evaluate and participate in fair-share responsibilities  B-PF 3. h. Engage in continual professional development to inform and guide ethical and legal work

## School Counselor Performance Rubric

	Measure	Need for Improvement	Developing	Accomplished	Exemplary
STANDARD 1, PROFESSIONAL	<b>Applying developmental, learning, counseling and education theories</b>	School counselor demonstrates little understanding of counseling theory and techniques.	School counselor demonstrates basic understanding of counseling theory and techniques.	School counselor demonstrates understanding of counseling theory and techniques.	School counselor demonstrates deep and thorough understanding of counseling theory and techniques.
	<b>Keeping up with the trends through ongoing, relevant and high-quality professional learning and growth.</b>	School counselor does not participate in professional development.	School counselor's participation in professional development activities is limited to those that are convenient or are required.	School counselor participates in professional development that supports the comprehensive school counseling program.	School counselor actively pursues professional development opportunities and makes a substantial contribution to the profession through such activities as offering workshops to colleagues.
	<b>Applying legal and ethical principles of the school counseling profession</b>	The school counselor does not adhere to the ethical standards for school counselors nor the relevant federal, state and local codes and policies.	The school counselor has limited adherence to ethical standards for school counselors and all relevant federal, state and local codes and policies	The school counselor adheres to relevant ethical standards for school counselors and all relevant federal, state and local codes and policies.	The school counselor adheres to relevant ethical standards for school counselors and all relevant codes and policies and helps colleagues access and interpret codes and policies and understand implications.
	<b>Applying school counseling professional standards and competencies</b>	The school counselor does not apply professional standards and competencies.	The school counselor has limited adherence to professional standards and competencies.	The school counselor adheres to professional standards and competencies.	The school counselor models professional standards and competencies for others.
	<b>Using the Kentucky Model for Comprehensive School Counseling to inform the implementation of a comprehensive school counseling program</b>	The school counselor does not use the Kentucky Model of Comprehensive School Counseling to inform implementation of a comprehensive school counseling program.	The school counselor partially uses the Kentucky Model of Comprehensive School Counseling to inform implementation of a comprehensive school counseling program.	The school counselor uses the Kentucky Model of Comprehensive School Counseling to inform implementation of a comprehensive school counseling program.	The school counselor models use of the Kentucky Model of Comprehensive School Counseling to inform implementation of a comprehensive school counseling program.
	<b>Understanding the impact of cultural, social and environmental influences on student success and opportunities</b>	The school counselor does not understand the impact of cultural, social and environmental influences on student success and opportunities within the school.	The school counselor partially understand the impact of cultural, social and environmental influences on student success and opportunities within the school.	The school counselor understands the impact of cultural, social and environmental influences on student success and opportunities within the school.	The school counselor implements actions to impact cultural, social and environmental influences on student success and opportunities within the school.
	<b>Demonstrating advocacy in the components within a comprehensive school counseling program</b>	The school counselor does not demonstrate advocacy in the components within a comprehensive school counseling program.	The school counselor speaks to advocacy in the components, but does not carry advocacy out in actions.	The school counselor demonstrates advocacy in the components within the comprehensive school counseling program in both words and actions.	The school counselor not only demonstrates advocacy in the components within the comprehensive school counseling program, but also leads in the transition of the school counselor role.
	<b>Creating systemic change through the implementation of a comprehensive school counseling program</b>	The school counselor cannot articulate components of a comprehensive school counseling program.	The school counselor articulates all components of a comprehensive school counseling program.	The school counselor articulates all components of a comprehensive school counseling program, reflects on future program needs and works to design a plan of implementation.	The school counselor implements all components of a comprehensive school counseling program and frequently reflects on future program development.

	<b>Demonstrating professionalism</b>	School counselor displays dishonesty in interactions with colleagues, students, and the public. Counselor violates the principles of confidentiality.	School counselor is honest in interactions with colleagues, students, and the public. Counselor does not violate confidentiality.	School counselor displays high standards of honesty, integrity, and confidentiality in interactions with colleagues, students, and the public. Counselor advocates for students.	School counselor can be counted on to hold the highest standards of honesty, integrity, and confidentiality and to advocate for students, taking a leadership role with colleagues.
STANDARD 2, PROGRAM IMPELMENTATION	<b>Designing and implementing instruction aligned to the Kentucky School Counseling Standards of Practice in large group, classroom, small group and individual settings</b>	The school counselor lacks knowledge of the <i>Kentucky School Counseling Standards of Practice</i> and/or does not deliver counseling services to support students academically, socially/emotionally, and in career/goal setting.	The school counselor uses knowledge of the <i>Kentucky School Counseling Standards of Practice</i> to deliver counseling services inconsistently or ineffectively to students in the areas of academic, social/emotional, and career/ goal setting.	The school counselor uses knowledge of the <i>Kentucky School Counseling Standards of Practice</i> to deliver counseling services effectively to students in the areas of academic, social/emotional, and career/ goal setting; the counselor makes adjustments as needed.	The school counselor uses knowledge of the <i>Kentucky School Counseling Standards of Practice</i> to deliver counseling services effectively to students in all domains; the counselor makes adjustments as needed and works in collaboration with all stakeholders.
	<b>Creating school counseling program beliefs, vision and mission statements aligned with the school and district</b>	The school counselor does not create program beliefs, vision and mission statements	The school counselor creates some program beliefs, vision and mission statements but they are not aligned with the school and the district.	The school counselor creates program beliefs, vision, and mission statements that are aligned with the school and district.	The school counselor creates program beliefs, vision, and mission statements that are aligned with the school and district.  The comprehensive school counseling components are constructed from these.
	<b>Providing appraisal &amp; advisement in large group, classroom, small group and individual settings and monitoring student performance and progress.</b>	The school counselor does not collect data nor demonstrate a positive change in students' knowledge, behavior or skills for post-secondary opportunities	The school counselor collects data but cannot demonstrate a positive change in students' knowledge, behavior or skills for post-secondary opportunities.	The school counselor collects data and clearly demonstrates a positive change in students' knowledge, behavior or skills for post-secondary opportunities.	The school counselor collects data and clearly demonstrates a positive change in students' knowledge, behavior or skills for post-secondary opportunities with in-depth insight.
	<b>Providing short-term counseling in small group and individual settings</b>	The school counselor does not provide short-term counseling in small group and/or individual settings	The school counselor inconsistently and ineffectively provides short-term counseling in small group and individual settings	The school counselor provides short-term counseling in small group and individual settings on an as needed basis	The school counselor provides short-term counseling in small group and individual settings, delivering effective, comprehensive services
	<b>Making referrals to appropriate schools and community resources</b>	The school counselor does not make referrals to any outside agencies or community resources to support or promote student success.	The school counselor only makes referrals upon request and attempts to coordinate community resources but has limited success.	The school counselor makes referrals and connections on behalf of guardians to outside agencies and coordinates community resources.	The school counselor makes referrals and connections to outside agencies on behalf of guardians and follows up, maintains confidentiality and coordinates community resources to support and promote student success.
	<b>Collaborating and consulting with families, teachers, administrators, other school staff and education stakeholders for student achievement and success</b>	School counselor provides no information to families, either about the counseling program as a whole or about the individual students.	School counselor provides limited though accurate information to families about the counseling program as a whole and about individual students.	School counselor provides thorough and accurate information to families about the counseling program as a whole and about individual students.	School counselor is proactive in providing information to families about the counseling program and about individual students through a variety of means.

	<b>Maintaining records and submitting them in a timely fashion.</b>	School counselor's reports, records, and documentation are missing, late, or inaccurate, resulting in confusion.	School counselor's reports, records, and documentation are generally accurate but are occasionally late.	School counselor's reports, records, and documentation are accurate and are submitted in a timely manner.	School counselor's approach to record keeping is highly systematic and efficient and serves as a model for colleagues in other schools.
	<b>Using assessment and testing to deliver effective services to students</b>	The school counselor does not use assessment and testing to deliver effective services to students	The school counselor inconsistently and ineffectively uses assessment and testing to deliver effective services to students	The school counselor uses assessment and testing to deliver effective services to students	The school counselor uses assessment and testing to deliver services to students, delivering effective, comprehensive services
<b>STANDARD 3, PROGRAM REFLECTION AND</b>	<b>Identifying gaps in attendance, discipline, opportunity and resources</b>	The school counselor does not identify gaps in attendance, discipline, opportunity and resources.	The school counselor incompletely identifies gaps in attendance, discipline, opportunity and resources.	The school counselor identifies gaps in attendance, discipline, opportunity and resources.	The school counselor identifies gaps in attendance, discipline, opportunity and resources as well as acts on that identification.
	<b>Reflecting on practice</b>	The school counselor does not reflect on practice, or the reflections are inaccurate or self-serving.	The school counselor's reflection on practice is a moderately accurate and objective description without citing specific examples and with only global suggestions as to how it might be improved.	The school counselor's reflection provides an accurate and objective description of practice, citing specific positive and negative characteristics and suggestions to improve counselor program.	The school counselor's reflection is highly accurate and perceptive, citing specific examples that were fully successful for students. Counselor draws on an extensive repertoire to suggest alternative strategies.
	<b>Using data to recommend changes and adjustments to the comprehensive school counseling program, specific practices and/or school policies and procedures to foster student success</b>	The school counselor does not use data to recommend changes and adjustments to the comprehensive school counseling program, practices and/or school policies and procedures to foster student success.	The school counselor uses partial data to recommend incomplete changes/ adjustments to the comprehensive school counseling program, practices and/or school policies and procedures to foster student success.	The school counselor uses data to recommend changes and adjustments to the comprehensive school counseling program, specific practices and/ or school policies and procedures to foster student success.	The school counselor uses a variety of data points to recommend innovative changes/ adjustments to the comprehensive school counseling program, specific practices and/or school policies and procedures to foster student success.
	<b>Developing and implementing action plans aligned with program goals and student data</b>	The school counselor does not develop and/or implement action plans aligned with program goals and student data.	The school counselor develops, but does not fully implement action plans aligned with program goals and student data.	The school counselor develops and implements action plans aligned with program goals and student data.	The school counselor develops and implements innovative action plans copiously aligned with a variety of program goals and student data.
	<b>Evaluating and reporting program results to the school community</b>	The school counselor does not evaluate and/or report program results to the school community.	The school counselor evaluates, but does not report program results to the school community.	The school counselor evaluates and reports program results to the school community.	The school counselor evaluates and reports program results to the school community resourcefully and creatively

	<b>Using time appropriately according to national recommendations and student/school data</b>	The school counselor does not use time appropriately according to national recommendations and student/school data.	The school counselor partially uses time appropriately according to national recommendations and student/school data.	The school counselor uses time appropriately according to national recommendations and student/school data.	The school counselor uses time appropriately according to national recommendations and student/school data as well as advocating for the use of appropriate for all counselors.
	<b>Establishing agreement(s) with the principal and other administrators about the comprehensive school counseling program</b>	The school counselor does not establish agreement(s) with the principal and other administrators about the comprehensive school counseling program.	The school counselor establishes incomplete agreement with the principal, but does not follow through with other administrators.	The school counselor establishes agreement(s) with the principal and other administrators about the comprehensive school counseling program.	The school counselor establishes inventive agreement(s) with the principal and other administrators about the comprehensive school counseling program.
	<b>Establishing and convening an advisory council for the comprehensive school counseling program.</b>	The school counselor does not establish or convene an advisory council for the comprehensive school counseling program.	The school counselor establishes an advisory council for the comprehensive school counseling program, but does not regularly convene the advisory council.	The school counselor establishes and convenes an advisory council for the comprehensive school counseling program.	The school counselor establishes a model advisory council and timely convenes the advisory council for the comprehensive school counseling program.
	<b>Using appropriate school counselor performance appraisal process</b>	The school counselor does not use an appropriate school counselor performance appraisal process	The school counselor partially uses an appropriate school counselor performance appraisal process.	The school counselor uses an appropriate school counselor performance appraisal process.	The school counselor innovatively uses an appropriate school counselor performance appraisal process.
<b>STANDARD 4, LEADERSHIP/ADVOCACY</b>	<b>Serving as leaders</b>	The school counselor does not attempt to establish professional relationships within the school through communication, teamwork and collaboration.	The school counselor attempts to establish professional relationships within the school through communication, teamwork and collaboration with limited success.	The school counselor establishes and maintains professional relationships within and outside of the school through communication, teamwork and collaboration.	The school counselor establishes and strengthens strategic professional relationships within and outside of the school through communication, teamwork and collaboration.
	<b>Taking leadership in promoting a school environment that is inclusive of, responsive to and safe for its diverse members.</b>	The school counselor does not advocate for nor responds to the needs of diverse populations.	The school counselor attempts to respond to the needs of diverse populations and has demonstrated progress in promoting an inclusive, responsive and safe school environment for its diverse members.	The school counselor effectively advocates for and responds to the needs of diverse populations, resulting in a positive impact on practices that promotes an inclusive, responsive and safe school environment for its diverse members.	The school counselor effectively advocates for practices within and outside the school community and proactively addresses changing needs of diverse populations, resulting in a positive impact that promotes an inclusive, responsive and sage school environment for its diverse members.
	<b>Advocating on behalf of all students.</b>	The school counselor is unable to identify community, environmental and institutional factors that enhance or impede development and does not advocate for equity of opportunity for all students.	The school counselor identifies community, environmental and institutional factors that enhance or impede development but does not advocate for equity of opportunity for all students.	The school counselor identifies community, environmental and institutional factors that enhance or impede development and advocates for equity of opportunity for all students.	The school counselor identifies community, environmental and institutional factors that enhance or impede development and collaborates with stakeholders to advocate for programs, policies and practices that ensure equity of opportunity for all students.

<b>Advocating for their profession and the role that school counselors play in fostering student success and well-being.</b>	The school counselor does not promote the program or the role of the school counselor in achieving the school's mission and student success.	The school counselor occasionally promotes the program and is beginning to articulate the role of the school counselor in achieving the school's mission and student success.	The school counselor effectively and consistently promotes the program and articulates the role of the school counselor in achieving the school's mission and student success.	The school counselor effectively and consistently promotes the program and articulates the role of the school counselor in achieving the school's mission and student success, and contributes to the advancement of the school counseling profession.
<b>Demonstrating leadership in the use of interpersonal and organizational power.</b>	The school counselor does not demonstrate leadership in the use of interpersonal and organizational power.	The school counselor partially demonstrates leadership in the use of interpersonal and organizational power.	The school counselor demonstrates leadership in the use of interpersonal and organizational power.	The school counselor models leadership in the use of interpersonal and organizational power.
<b>Demonstrating leadership through participation in a professional community.</b>	The school counselor's relationships with staff members and other counselors are negative or self-serving, and avoids being involved in school and events and projects.	The school counselor's relationships with staff members and other counselors are cordial, and counselor participates in school and district events and projects when specifically requested.	School counselor participates actively in school and district events and projects and maintains positive and productive relationships with colleagues.	School counselor makes a substantial effort to attend school and district events and assumes leadership with colleagues.

\*Thank you to the Ohio Department of Education, Missouri Department of Education and the Oregon Department of Education for inspiring some of the Kentucky Department of Education's School Counseling Standards of Practice!

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## School Counseling Program Assessment

DESIGN				
Criteria	Ineffective	Developing	Accomplished	Exemplary
<b>Beliefs</b>				
a. Indicates an agreed-upon belief system about the ability of all students to achieve				
b. Addresses how the school counseling program meets student developmental needs				
c. Addresses the school counselor's role as an advocate for every student				
d. Identifies persons to be involved in the planning, managing, delivery and evaluation of school counseling program activities				
e. Includes how data informs program decisions				
f. Includes how ethical standards guide the work of school counselors				
<b>Vision Statement</b>				
a. Describes a future where school counseling goals and strategies are being successfully achieved				
b. Outlines a rich and textual picture of what success looks like and feels like				
c. Is bold and inspiring				
d. States best possible student outcomes				
e. Is believable and achievable				
<b>Mission Statement</b>				
a. Aligns with the school's mission statement and may show linkages to district and state department of education mission statements				
b. Written with students as the primary focus				
c. Advocates for equity, access and success of every student				
d. Indicates the long-range results desired for all students				
<b>Program Goals</b>				
a. Promote achievement, attendance and/or behavior				
b. Are based on school data				
c. Address schoolwide data, policies and practices to address closing-the-opportunity gap issues				
d. Address academic, career and/or personal/social development				
<b>ASCA Mindsets and Behaviors</b>				
a. Standards are identified and align with program mission and goals				
b. Standards and competencies selected from other standards (state/district, 21st Century, Character Ed, etc.) align with ASCA Mindsets and Behaviors, program mission and goals as appropriate				
<b>School Counselor Professional Competencies and Ethical Standards</b>				
a. ASCA School Counselor Competencies have been reviewed				
b. ASCA Ethical Standards for School Counselors have been reviewed				
MANAGE				
Criteria	Ineffective	Developing	Accomplished	Exemplary
School counselor competencies assessment has been completed				
School counseling program assessment has been completed				
<b>Use-of-Time Assessment</b>				
a. Use-of-time assessment completed twice a year				
b. Direct and indirect services account for 80 percent of time or more				
c. Program management and school support activities account for 20 percent of time or less				
<b>Annual Agreement</b>				
a. Created and signed by the school counselor and supervising administrator within first two months of school				
b. One agreement per school counselor				
c. Provides rationale for use of time based on data and goals				
d. Reflects school counseling program mission and program goals				
e. Lists school counselor roles and responsibilities				
f. Identifies areas for school counselor professional development				
<b>Advisory Council</b>				
a. Membership includes administrator and representatives of school and community stakeholders				

b. Meets at least twice a year and maintains agenda and minutes				
c. Advises on school counseling program goals, reviews program results and makes recommendations				
d. Advocates and engages in public relations for the school counseling program				
e. Advocates for school counseling program funding and resources				
<b>Use of Data</b>				
a. School data profile completed, tracking achievement, attendance and behavior data				
b. School data inform program goals				
c. School counseling program data (process, perception, outcome) are collected and reviewed and inform program decisions				
d. Organizes and shares data/results in a user-friendly format (e.g., charts)				
<b>Action Plans (Curriculum, Small Group and Closing the Opportunity Gap)</b>				
a. Data are used to develop curriculum, small group and closing-the-opportunity gap action plans using action plan templates				
b. Action plans are consistent with the program goals and competencies				
c. Projected results (process, perception and outcome) data have been identified				
d. Projected outcome data are stated in terms of what the student will demonstrate				
<b>Curriculum Lesson Plan</b>				
Curriculum lesson plan templates are used to develop and implement classroom activities				
<b>Calendars (Annual and Weekly)</b>				
a. Indicate activities of a comprehensive school counseling program				
b. Reflect program goals and activities of school counseling curriculum, small group and closing-the-opportunity gap action plans				
c. Are published and distributed to appropriate persons				
d. Indicate fair-share responsibilities				
e. Weekly calendar aligns with planned use of time in the annual agreement				
<b>DELIVER</b>				
<b>Criteria</b>	<b>Ineffective</b>	<b>Developing</b>	<b>Accomplished</b>	<b>Exemplary</b>
Direct student services are provided (Strategies to include instruction, group activities, appraisal, advisement, counseling and crisis response)				
a. Deliver school counseling curriculum lessons to classroom and large groups				
b. Provide appraisal and advisement to assist all students with academic, career and personal/social planning				
c. Provide individual and/or group counseling to identified students with identified concerns or needs				
Indirect student services are provided to identified students (Strategies to include referrals, consultation, collaboration)				
Direct and indirect service provision amounts to 80 percent or more of the school counselor's time				
<b>ASSESS</b>				
<b>Criteria</b>	<b>Ineffective</b>	<b>Developing</b>	<b>Accomplished</b>	<b>Exemplary</b>
<b>Data Tracking</b>				
a. School data profile is analyzed and implications for results over time are considered				
b. Use-of-time assessment is analyzed and implications are considered				
<b>Program Results (Process, Perception and Outcome Data)</b>				
a. Curriculum results report is analyzed, and implications are considered				
b. Small group results reports are analyzed, and implications are considered				
c. Closing-the-opportunity gap results reports are analyzed and implications are considered				
d. Program results are shared with stakeholders				
<b>Evaluation and Improvement</b>				
a. School counselor competencies assessment informs self-improvement and professional development				
b. School counseling program assessment informs program improvement				
c. School counselor performance appraisal is conducted and informs improvement				
d. Program goal results are analyzed, and implications considered				

## Section V: Sample Job Description

\*This document is an exemplar provided by the Kentucky Department of Education for districts considering adopting or adapting their current job description. By no means should this document be considered a requirement or mandate from the Kentucky Department of Education to school districts.

### **Job Title: School Counselor**

#### **Scope of Responsibilities:**

The job functions of a Kentucky school counselor include maintaining a professional identity, supporting all K-12 students in their social/emotional, academic and career development, and being an active school leader who is reflective about his/her comprehensive school counseling program. The school counselor will provide data-informed, universal and targeted learning experiences to develop the whole child in a diverse society.

#### **District and School Priority Alignment**

School counselors will align actions to the mission and vision of the district and his/her school.

#### **A school counselor exemplifies a professional identity by:**

- Using human development theories to have an impact on developmental issues affecting student success.
- Using learning theory to support student achievement and success, including students with diverse learning needs.
- Using established and emerging evidence-based counseling theories and techniques that are effective in a school setting to promote academic, career and social/emotional development.
- Using career development theories and align them with career and technical education when possible to promote and support postsecondary planning.
- Using the principles of multi-tiered systems of support within the context of a comprehensive school counseling program to provide instruction and interventions matched to student need.
- Using systemic and environmental factors that affect human development, functioning, and behavior.
- Applying legal and ethical principles of the school counseling professional identity
- Following [Kentucky Educator Ethics](#) to demonstrate high standards of integrity, leadership and professionalism.
- Following the legal aspects of the role of the school counselor.
- Adhering to the unique legal and ethical principles of working with minor students in a school setting.
- Adhering to the ethical and statutory limits of confidentiality.
- Consulting with other education, counseling and legal professionals as needed when ethical and legal questions arise.
- Conducting and analyzing self-appraisal and assessment data based on the rubrics in Section IV of the Kentucky School Counseling Standards of Practice
- Collaborating with administrators, teachers and other staff in the school and district to ensure culturally responsive curricula and student-centered instruction

**A school counselor is an active school leader who is reflective about his/her program by:**

- Identifying factors that enhance and impede students' academic, career and social/emotional development
- Focusing on the academic, career (through the Individual Learning Plan), and personal/social development of all students, delivering culturally appropriate direct and indirect services
- Developing measurable outcomes for school counseling activities, interventions and experiences.
- Collaborating to create ongoing, regular assessments to measure the effectiveness of the school counseling program including pre and post assessments, needs assessments and the TELL Survey (along with other school or district surveys).
- Articulating the distinction between direct and indirect student services and advocate for a school counseling program free of non-school counseling assignments.
- Assessing use of time in direct and indirect student services and program management and school support to determine how much time is spent on each school counseling program component.
- Demonstrating effective management and vision of the comprehensive school counselor program and collaboration with all stakeholders
- Providing equitable practices that embrace the diversity of the school community
- Contributing to a caring, positive school culture

**A school counselor incorporates a comprehensive school counseling program by:**

- Using student, school and district data to identify achievement, attendance and discipline issues to be addressed through instruction.
- Evaluating cultural and social trends when developing and choosing curricula for school counseling lessons.
- Identifying appropriate evidence-based curricula aligned to *the Kentucky Comprehensive School Counseling Model*.
- Conducting assessments of student needs to contribute to program planning.
- Maintaining a list of current referral resources, consistent with school and district policies, for students, staff and families to effectively address academic, career and social/emotional issues.
- Using personal reflection, consultation and supervision to promote professional growth and development
- Using objectives within their school's comprehensive school counseling program that reflect current knowledge and skills as provided in *the Kentucky Comprehensive School Counseling Model*
- Using school counseling professional standards and student standards
- Using data to inform student outcome goals, action plans and lesson plans
- Reaching agreement with administrator on school counseling program priorities and activities
- Adhering to state and national recommendations for use of time
- Leading school counseling advisory council
- Providing direct and indirect student services to promote student achievement, career development and social emotional development
- Assessing student and program results to inform school counseling program implementation and enhancement

**Minimum Qualifications:**

Master's Degree in School Counseling

Certification in school counseling by the Kentucky Department of Education

**Desirable Qualifications**

Successful experience in schools

Knowledge of School Counselor's

Professional Identity

Knowledge of individual and group counseling techniques, specifically group dynamics

Demonstrated communication skills

Demonstrated technology skills

**Physical Demands**

Wide range of physical movement, including bending, squatting, reaching, with the ability to lift, carry, push or pull light weights as well as use of hands for simple grasping and fine manipulations.

Use of speech, vision, hearing

Sitting or standing for extended periods of time.

Indoor and outdoor activity.

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## References

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Oregon's Framework for Comprehensive school counseling programs. (n.d.) Retrieved from <https://education.ohio.gov/getattachment/Topics/Career-Tech/Career-Connections/School-Counselors/School-Counselor-Standards-and-Evaluation/SchoolCounselorStandards.pdf.aspx>

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## Glossary

**Program Planning and School Support:** Planning and support includes those management activities needed to assure the implementation and ongoing evaluation of a high quality, developmental, comprehensive school counseling program.

**Stakeholders:** Stakeholders include those people, groups or organizations that have an interest or concern in the comprehensive school counseling program. Internal stakeholders may include educators and administrators at the building or district level. External stakeholders may include community organizations, business/industry or groups.

**Student Standards:** Student standards are those standards written to describe the expected knowledge, skills and competencies students should possess at each grade level or grade-level band. The American School Counselor Association (ASCA) Mindsets and Behaviors for Student Success: K-12 College- and Career-Readiness Standards for Every Student (2014) describe the knowledge, skills and attitudes students need to achieve academic success, college and career readiness and social/emotional development. The school counseling program also should also be informed by relevant state student standards, such as *Kentucky's Standards of Practice for School Counselors* (2019).

**Trauma Informed Practices:** An organizational structure and treatment framework that involves understanding, recognizing and responding to the effects of all types of trauma.

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