

California Standards for the School Counseling Profession

ORGANIZATION

The School Counselor professional Standards are organized into six areas:

- Engage, Advocate for and Support All Students in Learning;
- Plan, Implement and Evaluate Programs to Promote Academic, Career, Personal, and Social Development of All Students;
- Utilize Multiple Sources of Information to Monitor and Improve Student Behavior and Achievement;
- Collaborate and Coordinate with School and Community Resources;
- Promote and Maintain a Safe Learning Environment For All Students;
- Develop as a Professional School Counselor.

OUTLINE

THE CALIFORNIA STANDARDS FOR THE SCHOOL COUNSELING PROFESSION provides a common language and a vision of the scope and complexity of the school counseling profession. With these standards, all counselors can define and develop their practice. The standards address the diversity of California's student population and reflect a system of support services that connects all students to activities and opportunities for academic, career, personal and social development. In promoting the success of all students, school counselors:

STANDARD 1: ENGAGE, ADVOCATE FOR AND SUPPORT ALL STUDENTS IN LEARNING

- 1.1 Ensure all students are engaged in a system of support designed for learning and academic success
- 1.2 Advocate for educational opportunity, equity and access for all students
- 1.3 Advocate for the learning and academic success of all students
- 1.4 Identify student problems in their earliest stages and implement prevention and intervention strategies

STANDARD 2: PLAN, IMPLEMENT AND EVALUATE PROGRAMS TO PROMOTE ACADEMIC, CAREER, PERSONAL, AND SOCIAL DEVELOPMENT OF ALL STUDENTS

- 2.1 Demonstrate organization skills
- 2.2 Develop outcome-based programs
- 2.3 Assess program outcomes and analyze data
- 2.4 Demonstrate leadership in program development

STANDARD 3: UTILIZE MULTIPLE SOURCES OF INFORMATION TO MONITOR AND IMPROVE STUDENT BEHAVIOR AND ACHIEVEMENT

- 3.1 Assess student characteristics and utilize the information to plan for individual student growth and achievement
- 3.2 Interpret and use student assessment data with students and parents/guardians in developing personal, academic, and career plans
- 3.3 Monitor student personal, academic, and career progress

STANDARD 4: COLLABORATE AND COORDINATE WITH SCHOOL AND COMMUNITY RESOURCES

- 4.1 Build and maintain student support teams for student achievement
- 4.2 Provide consultation and education for teachers and parents
- 4.3 Develop working relationships within the school that include school staff members, parents, and community members
- 4.4 Coordinate support from community agencies

STANDARD 5: PROMOTE AND MAINTAIN A SAFE LEARNING ENVIRONMENT FOR ALL STUDENTS

- 5.1 Promote a positive, safe, and supportive learning environment
- 5.2 Develop and implement programs that address the personal and social risk factors of students
- 5.3 Develop and implement programs that reduce the incidence of school site violence
- 5.4 Incorporate models of systemic school safety that address elements of prevention, intervention, and treatment into the school system

STANDARD 6: DEVELOP AS A PROFESSIONAL SCHOOL COUNSELOR

- 6.1 Establish professional goals and pursue opportunities to improve
- 6.2 Model effective practices and continuous progress in school counseling
- 6.3 Adhere to professional codes of ethics, legal mandates, and district policies

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STANDARD 1

ENGAGE, ADVOCATE FOR AND SUPPORT ALL STUDENTS IN LEARNING

School counselors engage all students in a system of support programs, services, activities and opportunities to ensure their learning and academic success. School counselors assess the learning and academic needs of all students and develop interventions to address those needs. School counselors identify problems that impede learning at the earliest stages and implement strategies to address these problems. School counselors advocate for and support student achievement by promoting student motivation, positive interaction, and educational choice.

STANDARD 4

COLLABORATE AND COORDINATE WITH SCHOOL AND COMMUNITY RESOURCES

School counselors collaborate and coordinate with school staff, parents, local community agencies, municipalities, businesses, and service organizations to facilitate student development and ensure student success in school and in life. As student advocates, school counselors develop effective working teams with school staff, parents, and community members to eliminate personal, social, and institutional barriers to academic development.

STANDARD 2

PLAN, IMPLEMENT AND EVALUATE PROGRAMS TO PROMOTE ACADEMIC, CAREER, PERSONAL, AND SOCIAL DEVELOPMENT OF ALL STUDENTS

School counselors utilize systems and organizational skills to design, plan, and implement student-support programs to benefit all students. School counselors apply multiple approaches to assess program outcomes and then use evaluation data for continuous improvement. School counselors employ accepted guidance models and current research findings to ensure effective leadership and accountability for program outcomes.

STANDARD 5

PROMOTE AND MAINTAIN A SAFE LEARNING ENVIRONMENT FOR ALL STUDENTS

School counselors actively participate in systematic planning for school safety that includes school climate and crisis response plans. School counselors address elements of prevention, intervention, and treatment and contribute to establishing and maintaining a positive, safe, and secure school environment. School counselors develop and implement programs that reduce the incidence of school-site verbal, psychological, and physical intimidation and violence. School counselors provide support to witnesses and victims of violence and promote responsible behavior by the perpetrators of violence.

STANDARD 3

UTILIZE MULTIPLE SOURCES OF INFORMATION TO MONITOR AND IMPROVE STUDENT BEHAVIOR AND ACHIEVEMENT

School counselors assess and evaluate student attributes, behavior, and achievement using a variety of resources and methods. School counselors gather information to facilitate data-based decisions that promote student academic, career, personal, and social development. School counselors interpret and use data to work with individual students and their parents/guardians to develop plans for educational and personal success.

STANDARD 6

DEVELOP AS A PROFESSIONAL SCHOOL COUNSELOR

School counselors evaluate their professional contributions and actively engage in planning their professional development. School counselors establish professional goals, pursue opportunities to develop professional knowledge and skill, and participate in the extended professional community. School counselors follow professional codes of ethics and legal mandates while maintaining current knowledge of laws affecting the delivery of student services. School counselors contribute to school activities, promote school goals, and continually improve professional practice.

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School counselors engage all students in a system of support programs, services, activities and opportunities to ensure their learning and academic success. School counselors assess the learning and academic needs of all students and develop interventions to address those needs. School counselors identify problems that impede learning at the earliest stages and implement strategies to address these problems. School counselors advocate for and support student achievement by promoting student motivation, positive interaction, and educational choice.

1.1 Ensure all students are engaged in a system of support designed for learning and academic success

- ensure all students understand and know how to access personal, social, and career resources
- assess the academic needs of all students and use these assessments in planning for programs, services, activities, and interventions
- connect students to a system of support programs, services, activities, and opportunities to ensure learning and high achievement

1.2 Advocate for educational opportunity, equity and access for all students

- ensure that all students and parent/guardians are informed about and understand the full range of educational options
- address current and potential biases and discrimination in educational programs, services, and systems that limit, impede, or block the highest educational attainment for all students
- act as systems change agents to correct policies and practices that adversely affect student learning or that stratify learning opportunities

1.3 Advocate for the learning and academic success of all students

- facilitate the development, articulation, and implementation of a vision for school counseling that engages and supports all students in learning and achievement
- encourage all students to learn and achieve at high levels
- plan and implement strategies to motivate and support learning and achievement of all students

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6.1 Establish professional goals and pursue opportunities to improve

- continue to learn and expand professional roles and responsibilities
- establish goals and identify opportunities for professional growth and development including knowledge about current trends in the field of school counseling and education
- use professional literature and other professional development opportunities including advanced certification and specialization to develop as a highly-qualified school counseling professional
- benefit from and contribute to professional organizations to improve competence as a school counselor.
- solicit input from stakeholders to improve professional practices

6.2 Model effective practices and continuous progress in school counseling

- reflect on professional practices, analyze personal progress as a school counselor, and plan professional development
- identify successes and challenges and assess growth as a school counselor over time
- analyze counseling activities with regard to their impact on student learning

6.3 Adhere to professional codes of ethics, legal mandates, and district policies

- apply legal and ethical principles in the use of standardized tests and other methods of assessment
- follow laws and regulations pertaining to children and families such as child abuse and neglect reporting laws, client confidentiality, attendance and truancy laws, and federal and state mandates related to special education
- keep informed of changes in laws and regulations related to California public education and school district policy

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1.4 Identify student problems in their earliest stages and implement prevention and intervention strategies

- identify early signs and predictors of student learning problems
- work with teachers, parents/guardians, and family members to help them eliminate barriers to learning and achievement and support high achievement for their children
- develop and implement programs for students and parents/guardians to prevent learning problems and promote academic growth

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STANDARD 2

PLAN, IMPLEMENT AND EVALUATE PROGRAMS TO PROMOTE ACADEMIC, CAREER, PERSONAL, AND SOCIAL DEVELOPMENT OF ALL STUDENTS

School counselors utilize systems and organizational skills to design, plan, and implement student-support programs to benefit all students. School counselors apply multiple approaches to assess program outcomes and then use evaluation data for continuous improvement. School counselors employ accepted guidance models and current research findings to ensure effective leadership and accountability for program outcomes.

2.1 Demonstrate organization skills

- utilize skills in systems change and organizational development to build programs for all students
- utilize knowledge of local, state, and national standards as a guide in developing student-support programs.
- design programs based on current research findings in a variety of fields related to student growth and development including nutrition, exercise, brain development, medical advances, technology, and others
- manage time and task responsibilities

2.2 Develop outcome-based programs

- address student outcomes in personal, social, academic, and career development
- develop and implement programs that build student assets, address personal challenges, and strengthen learning and achievement
- develop and implement programs that increase interpersonal awareness, social skills, and effective interpersonal communication
- design and implement career-development programs that increase student knowledge of their skills, personality, interests, and values related to education and career choice, and promote life-long learning values

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2.3 Assess program outcomes and analyze data

- implement program evaluation as a regular, ongoing part of the assessment and improvement process
- assess measurable student outcomes of programs and services
- utilize evaluation data to monitor progress and involve other stakeholders in the assessment and improvement process
- present outcomes of programs to all stakeholders as part of ongoing individual and program accountability

2.4 Demonstrate leadership in program development

- assume leadership in identifying student needs, creating programs to address needs, and evaluating student outcomes
- establish strategies to involve all student-support staff working toward mutually defined goals and related student outcomes
- provide leadership to include students, families, and community-resource personnel in program development and implementation

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STANDARD 3

UTILIZE MULTIPLE SOURCES OF INFORMATION TO MONITOR AND IMPROVE STUDENT BEHAVIOR AND ACHIEVEMENT

School counselors assess and evaluate student attributes, behavior, and achievement using a variety of resources and methods. School counselors gather information to facilitate data-based decisions that promote student academic, career, personal, and social development. School counselors interpret and use data to work with individual students and their parents/guardians to develop plans for educational and personal success.

- 3.1 Assess student characteristics and utilize the information to plan for individual student growth and achievement**
 - assess individual student strengths, hopes, aspirations, and challenges related to academic, career, personal, and social development
 - gather relevant information on items such as health and development, language and culture, classroom and community environment, learning styles, socioeconomic, and resiliency factors
 - collect data from inventories, surveys, tests, and other assessments
 - involve parents/guardians in the assessment and planning process for each student

- 3.2 Interpret and use student assessment data with students and parents/guardians in developing personal, academic, and career plans**
 - inform students and their parents/guardians about the meaning and importance of using multiple sources of information in considering a student's potential and life goals
 - interpret and clarify test results so that students and parents can understand what the data means and how it can be used in education and life planning ["data" is plural, but most people use it as a singular noun, as it is here; up to you whether or not to change it]
 - work with students to develop plans to achieve and attain their goals and aspirations

- 3.3 Monitor student personal, academic, and career progress**
 - maintain records of student academic progress toward promotion and graduation
 - provide students and their parents/guardians with current assessment data to facilitate educational and career planning
 - counsel students to develop healthy personal and social behavior and well-being

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STANDARD 4

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School counselors collaborate and coordinate with school staff, parents, local community agencies, municipalities, businesses, and service organizations to facilitate student development and ensure student success in school and in life. As student advocates, school counselors develop effective working teams with school staff, parents, and community members to eliminate personal, social, and institutional barriers to academic development.

- 4.1 Build and maintain student support teams for student achievement**
- integrate programs and services designed to meet student developmental challenges and eliminate the achievement gap
 - develop learning communities of student-support professionals, parents, and community members to promote student success
- 4.2 Provide consultation and education for teachers and parents**
- provide educational information and presentations for school staff, parents, and community members on academic, personal, social, and career development
 - use ethical and professional decision-making processes to consult and collaborate with others
- 4.3 Develop working relationships within the school that include school staff members, parents, and community members**
- build networks of individuals working within the school and community on education-related endeavors
 - develop collaborative teams of educators, families, and community members, ensuring the inclusion of the diverse populations within the school and community, to maximize the support students need to become successful

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4.4 Coordinate support from community agencies

- coordinate support from community businesses, industries, service clubs, agencies, and families to increase student academic achievement and work experiences
- coordinate a referral process for parents and students that facilitates access to community resources
- support a positive school environment that values diversity within the school and community

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School counselors actively participate in systematic planning for school safety that includes school climate and crisis response plans. School counselors address elements of prevention, intervention, and treatment and contribute to establishing and maintaining a positive, safe, and secure school environment. School counselors develop and implement programs that reduce the incidence of school-site verbal, psychological, and physical intimidation and violence. School counselors provide support to witnesses and victims of violence and promote responsible behavior by the perpetrators of violence.

5.1 Promote a positive, safe, and supportive learning environment

- Facilitate the development of a positive school environment that promotes active school engagement
- Ensure that students understand the relationship between rules, laws, safety, and the protection of individual rights
- Promote school safety and the reduction of verbal, emotional, psychological, and physical violence
- Advocate for the safety and well-being of all students through prevention, intervention, and treatment

5.2 Develop and implement programs that address the personal and social risk factors of students

- Collaborate with others to provide programs that reduce student at-risk behaviors
- Identify and respond to individual students who display early warning signs of difficulty in school adjustment, interpersonal conflicts and/or personal problems.
- Educate students, parents, staff members and the school community about the negative effects of verbal and physical abuse, gang activity, discrimination and stereotyping.

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5.3 Develop and implement programs that reduce the incidence of school site violence

- Design and implement programs that address ethnic, cultural, socioeconomic and other environmental factors that influence student learning and achievement.
- Collaborate with other school staff, community agencies, parents and student groups, to build and maintain safe learning environments
- Use assessment data to develop programs that promote a positive school climate and the wellbeing of all students.
- Utilize negotiation skills, conflict management skills, and mediation skills to help school staff communicate with difficult and/or angry parents, students, teachers, and other school staff

5.3 Incorporate models of systemic school safety that address elements of prevention, intervention, and treatment into the school system

- Utilize research-based models and programs designed to detect and limit the occurrence of violence and promote positive social relations in the classroom and on school campuses.
- Develop, implement and maintain crisis intervention procedures and practices and crisis management plans
- Promote the importance of a healthy balanced lifestyle in students including nutrition, fitness and positive use of leisure time.