

Candidate	1. Knows the theories and processes of effective counseling and wellness programs for individuals and groups of students.	2. Knows how to design, implement, manage and evaluate programs to enhance the academic, career and personal/social development of students.	3. Knows strategies for helping students cope with personal and interpersonal problems as well as skills in crisis intervention in response to personal, school and community crises.	4. Knows how to design, implement, manage and evaluate transition programs, including school-to-work and postsecondary placements.	5. Understands group dynamics, including counseling, psycho-educational, task, and peer helping groups; and the facilitation of teams to enable students to overcome barriers and impediments to learning.	6. Recognizes issues that may affect the development and functioning of students (e.g., abuse, violence, eating disorders, attention deficit hyperactivity disorder, and childhood depression).	7. Identifies and assists children and adolescents who may use alcohol or other drugs or who may reside in a home where substance abuse occurs.
1	4	5	4		4	5	4
2	5	5	5		5	5	
3	5	5	5		5	5	4
4	5	4	5		5	5	5
5	4	4	3		3	4	
6	5	5	5		5	5	
7	4	5	4	5	5	5	5
8	4	4	5		4	5	
9	4	5	4	5	5	5	4
10	4	3	5		4	4	
11	3	3	4		3	4	
12	3	3	4		4	4	
13	4		4		4	4	

# responding	13	12	13	2	13	13	5
Element Average	4.15	4.25	4.38	5.00	4.31	4.62	4.40

8. Understands the ways in which student development, well being, and learning are enhanced by family-school collaboration	9. Understands systems theories and models and processes of consultation	10. Knows strategies & methods for working with parents, guardians, families & communities to empower them to act on behalf of their children.	11. understanding the various peer programming interventions (e.g., peer mediation, peer mentoring, peer tutoring) & how to coordinate them.	12. Knows how to design, implement, manage & evaluate a systemic & comprehensive counseling & guidance program (e.e., ASCA National Model).	13. Understands the importance of the role of the school counselor as a systems change agent.	14. Demonstrates the ability to apply ethical & legal precedents to specific counseling situations.
4		4		5	5	5
5	5				5	5
5	5	4		5	5	5
5	4	4	5	5	5	5
4	4	4	4	4	3	4
5	5				5	5
4	5			5	5	5
4	4	4		4	5	5
5	4	4	4	5	5	4
4	4	3		3	4	4
4	4	3	3	4	5	4
4	3	4	3	3	4	3
5		4	4		5	3.5

13	11	10	6	10	13	13
4.46	4.27	3.80	3.83	4.30	4.69	4.42

15. Designs & implements prevention & intervention/plans for student problems that demonstrate an understanding of the effects of (a) atypical growth & development, (b) health, (c) language, (d) ability level, (e) culture, (f) diversity, (g) socioeconomic status, & (h) factors of resiliency on student learning & development.						
	16. Demonstrates self-awareness, sensitivity to others, & skillfulness in relating to individuals & groups.	17. Provides individual & group counseling & classroom guidance to promote the academic, career & personal/social development of students.	18. Designs & implements prevention & intervention/plans for students that demonstrates an understanding of diverse needs and enables students to set goals & take necessary action to achieve goals.	19. Demonstrates skills in helping students cope with personal and interpersonal problems as well as skills in crisis intervention in response to personal, school and community crises.	20. Applies counseling interventions to assist students & parents at points of educational transition.	21. Addresses multicultural counseling issues, including possible effects of ability levels, culture, race, stereotyping, family, socioeconomic status, gender and sexual identity.
4	5	5	5	5		4
4	5	5	5	5		
5	5	5	4	5		5
5	5	5	5	4		5
3	2	3	3			
4	5	5	5	5		
4	5	4	4	4	4	3
4	5	5	4	5	4	4
	5	5		4	5	
3	5	4	4	5		3
3	5	3	3	4	3	4
3	5	4	3	4		4
	5	4.5		4.5		4

11	13	13	11	12	4	9
3.82	4.77	4.42	4.09	4.54	4.00	4.00

22. Assesses student needs & makes appropriate referrals to school; and/or family.	23. Works with parents, guardians, and families to act on behalf of their children to address problems that impact students' success in school.	24. Locates & coordinates resources in the community that can be utilized in the school to improve student achievement & success.	25. Consults with teachers & staff & social agencies to create an environment that promotes the academic, career & personal/social development of students.	26. uses peer helping strategies to help augment the school counseling program.	27. Establishes referral procedures with helping agents in the community (e.g., mental health centers, business, service groups) to secure assistance for students & their families.	28. Plans & presents guidance-related educational programs for parents & teachers (e.g., parent education programs, materials used in classroom guidance and advisor/advisee programs for teachers).
5	4	5	5	4	4	
	4	5	5			
4	5	4	5		4	5
5	5	4	5	5	5	
		3	2			
	4	5	5			
5			5			5
5	5	4	5	5	5	4
5			4			4
4	3		4	3		
3	4	2	4			
	3		4	4		
4	4	3	4	3		4

9	10	9	13	6	4	5
4.44	4.10	3.89	4.38	4.00	4.50	4.40

276
91.35