

School Counselor Placements

The research is clear that there is a positive correlation between increased student achievement and having access to school counseling programs staffed by fully credentialed school counselors. Michigan schools are strongly encouraged to provide all students with comprehensive school counseling programs led by a Michigan educator with [one of the four credentials for school counselors](#).

Recommendation

MDE strongly recommends and encourages school administrators to staff and assign fully credentialed school counselors, who are uniquely trained according to preparation standards to provide direct and indirect services aligned with the MI Guidance Comprehensive Model and American School Counselor model (ASCA). School counselors provide the following services: academic and career development, social/emotional development, advocacy and leadership. These professionals should not be assigned inappropriate activities that could take them away from their primary responsibilities of delivering services to students. Examples of appropriate and inappropriate activities are listed in the [ASCA National Model Executive Summary](#) including the recommended student to counselor ratio of **250/1**.

Services

Access to school counselors is also imperative in Michigan's implementation plan within the following sections of the [Every Student Succeeds Act](#) (ESSA): Student Support and Enrichment Grants, Well Rounded Educational Opportunities, and Safe and Healthy Students. An individual is considered to be "performing any of the duties related to a school counseling program" if his/her position description or day-to-day duties include any or all of the following elements as articulated by the ASCA National Model.

Academic Development

- Advises a student on credits required to successfully complete the [Michigan Merit Curriculum](#).
- Monitors students overall academic performance and collaborates with staff members to develop necessary academic supports for a student.
- Consultation with individual students/parents to discuss academic gaps and research potential supports or interventions.
- Delivers core curriculum lessons aligned to the ASCA Mindsets & Behaviors that equip students with the necessary test taking, time management, and/or organization tools to be successful.
- Advises students on dual enrollment opportunities and/or early/middle college opportunities.

Career Development

- Through classroom, small group, and individual student planning, assists student in developing a post-secondary plan also known as an Educational Development Plan that is required for all students starting in seventh grade.
- Provides resources to students to engage in career exploration opportunities.
- Delivers career assessments and core curriculum lessons aligned to the ASCA Mindsets and Behaviors that assist students in identifying personal characteristics that lead to potential career opportunities.

- Assists students in post-secondary research to identify training/educational opportunities that lead to the necessary skills/certifications/licensure to pursue a career.
- Organizes and delivers college fairs, facilitates college representative visits, military exploration opportunities, financial aid workshops/assistance for students and parents.
- Advises students on potential Career and Technical Education opportunities that provide students with career exploration, work-based learning experiences, and opportunities to earn certifications and credentials leading to entry level employment.

Social/Emotional Development

- Provides responsive services to meet the needs of students, including individual, group and crisis response counseling.
- Assists students in developing positive relationships with peers and adults.
- Assists students who may be experiencing difficult life circumstances.
- Connects students and families with community resources through referrals.
- Assists students in developing healthy coping strategies for successful school and life transitions.
- Assists students in developing interpersonal communication skills.
- Delivers core curriculum lessons aligned to the ASCA Mindsets and Behaviors that equip students to become positive members of their school and community.

Advocacy and Leadership

- Advocates for school counseling programs and positive learning environments that focus on student learning and achievement by collaborating and connecting with teachers, administrators, staff, parents, and the community.
- Demonstrates a commitment to continuous learning and professional growth.
- Leads professional development activities for other educators.
- Provides leadership by articulating ways in which school counseling contributes to student achievement.

Program Management and Administration

- Uses a data driven approach to plan, develop, implement, and evaluate school counseling programs, resources, and services in support of the mission of the school counseling program within the school according to ASCA's Ethical Standards for School Counselors and School Counselor Competencies to facilitate their ongoing professional development to continuously improve program management and administration.
- Advocates for the appropriate supervision and evaluation of school counselors using school counselor specific evaluation tools, a counselor/principal management agreement to outline specific goals and responsibilities.

Training and Professional Learning

Michigan's [Top 10 in 10](#) goals 1, 2, 4, 5 and 6 include components that speak to the work that school counselors are trained to provide students. Ensuring that appropriately prepared, certificated, and endorsed school counselors are assigned to deliver comprehensive school counseling programs aligned

with the Michigan Department of Education's (MDE) endorsement of the American School Counselor Association (ASCA) National Model in Michigan's schools is critical to student achievement. As educational leaders, they participate in ongoing professional development in college and career readiness initiatives, mental health initiatives, personal and social issues that are developmental in nature, technology, data, and pedagogy so they can provide professional development and support for school wide initiatives and improvement plans.

Partnership

School counselor professionals collaborate with classroom and subject area teachers to design, teach, and assess core curriculum lessons aligned to ASCA's Mindsets and Behaviors for Student Success. In addition, school counselors teach students the skills and dispositions needed for navigating the world of career and college readiness. In partnership with classroom teachers, school counselors prepare students for the rigor of college and provide practical strategies that benefit all students in the world of work. School counselors extend their work beyond the physical walls of the school by providing online resources. As program administrators, school counselors build and maintain counseling resources and guide teachers and students in selecting relevant and resonant resources in print or digital format, as well as digital tools for learning.

Additional MDE Information

- https://www.michigan.gov/documents/mde/MDE_Goals_and_Strategies_2-8-16_514042_7.pdf
- http://www.michigan.gov/documents/mde/Michigan_ESSA_Revised_Plan_Round_2_599901_7.pdf
- https://www.michigan.gov/documents/mde/ASCA_Model_489273_7.pdf

School Counselor Associations

- <https://www.schoolcounselor.org/>
- <http://www.michiganschoolcounselor.org/>

American School Counselor Association Documents

- <https://www.schoolcounselor.org/asca/media/asca/ASCA%20National%20Model%20Templates/ANMExecSumm.pdf>
- <https://www.schoolcounselor.org/asca/media/asca/Careers-Roles/Effectiveness.pdf>
- <https://www.schoolcounselor.org/asca/media/asca/home/MindsetsBehaviors.pdf>
- <https://www.schoolcounselor.org/school-counselors-members/publications/position-statements>
- <https://www.schoolcounselor.org/asca/media/asca/Careers-Roles/RoleStatement.pdf>