

School Counselor Professional Development Standards

**School Counselor (NT)
School Counselor License (SCL)**



Michigan State Board of Education

Approved June 12, 2018

SCHOOL COUNSELOR PROFESSIONAL DEVELOPMENT STANDARDS

SCHOOL COUNSELOR PROFESSIONAL DEVELOPMENT STANDARDS IN ACCORDANCE WITH MCL 380.1233 AS AMENDED BY PA 151 of 2017

Development of the Standards

A stakeholder group facilitated by the Office of Educator Excellence (OEE) consisting of professional school counselor educators, the Department of Talent and Economic Development, college admissions professionals, financial aid officers, and employers, developed standards required for the renewal of school counselor credentials in alignment with MCL 380.1233 as amended by PA 151 of 2017. These standards align with the Michigan Revised School Code (Act 451 of 1976) and Administrative Rules that govern school counseling (approved November 2017). They are also consistent with the current standards developed by the Council for Accreditation of Counseling and Related Educational Programs (CACREP) and the current American School Counselor Association (ASCA) national model, as endorsed by the Michigan Department of Education on May 14, 2015, and address aspects of Michigan's Top 10 in 10 Strategic Goals.

There are four credentials an individual may be issued upon completion of an approved school counselor preparation program:

- A School Counselor (NT) endorsement on a valid Michigan teaching certificate.
- A Preliminary Employment Authorization to Work as a School Counselor (PEASC).
- A Temporary School Counselor Authorization (TSCA).
- A School Counselor License (SCL).

The following school counselor credentials are impacted by MCL 380.1233 (7 – 9) and are required to meet the standards provided here, according to law, as a part of the renewal process:

- a) Michigan teaching certificate with a School Counselor Endorsement (NT) endorsement
- b) School Counselor License (SCL).

SCHOOL COUNSELOR PROFESSIONAL DEVELOPMENT STANDARDS

College and Career

Candidates for the renewal of a school counselor credential shall complete fifty (50) hours of professional learning, enhancing current skills and knowledge, applicable to college planning and selection, career counseling, career opportunities specific to industry and business, including five (5) hours of military options.

1.0 College Readiness

Candidates will demonstrate an advanced level of understanding of the philosophy, principles, and practices of guidance services for college preparation and selection, including:

- 1.1 Understanding the roles of professionals, support personnel in the school, and caregivers in the home, working in collaboration with school counselors preparing students for college/other post-secondary education selections, the admissions process, and engaging in outreach and community resources.
- 1.2 Understanding the school setting and the ASCA model, and advocating every student graduate from high school and be prepared for employment or college and/or other post-secondary education.
- 1.3 Understanding diversity (e.g., race, ethnicity, nationality, socioeconomic status, family structure, age, gender, sexual orientation, religious and spiritual beliefs, occupation, physical and mental status) and equity issues in school counseling related to college admissions, selection, and scholarship opportunities.
- 1.4 Understanding how to organize and deliver college fairs, and facilitate college visits, military exploration opportunities, financial aid workshops, career exploration and inventory tools, and assistance for students and parents.
- 1.5 Understanding how to provide early, ongoing exposure in a comprehensive K-12 college and post-secondary program to experiences and current information necessary to make informed decisions and college selection as it relates to career aspirations and military options.

SCHOOL COUNSELOR PROFESSIONAL DEVELOPMENT STANDARDS

- 1.6** Understanding the basics of financial planning and scholarships, including military options, various resources for college to help increase awareness of college costs and encourage parents to educate themselves of the costs associated with college enrollment.
- 1.7** Understanding the significance of helping students learn about college/other post-secondary education, including early college opportunities and current trends in industry and business.
- 1.8** Understanding the importance of a college-going culture and recognize what trends foster a college-going culture.
- 1.9** Understanding aspects of community colleges, including current research, and discuss community college opportunities with students.
- 1.10** Understanding and promote college readiness for all students.
- 1.11** Understanding issues related to college preparation and selection that may be affected by the development and well-being of students.
- 1.12** Understanding current best practices for promoting a college-going culture, considering demographic settings and special populations.
- 1.13** Understanding and identify academic habits that prepare students for post-secondary success in college and other post-secondary options, which may include registered apprenticeships, certificate and credential training models, proprietary schools (focused on trades and careers), and licensing pathways to careers.
- 1.14** Understanding how to connect students to school and community resources to help overcome barriers and ensure the successful transition from high school to college.
- 1.15** Understanding principles and current practices of college counseling including ethical and legal considerations, admissions and financial aid.
- 1.16** Understanding the unique needs of diverse individuals in higher education settings relevant to college selection including: residents, commuters, distance learners, individuals with disabilities, adult learners, and

SCHOOL COUNSELOR PROFESSIONAL DEVELOPMENT STANDARDS

student athletes, as well as nontraditional, international, transfer, and first-generation and dually enrolled students.

1.17 Understanding and promote college readiness by increasing awareness of military funded options (e.g., ROTC-Reserve Officer Training Corps, Military Academies).

2.0 Career Readiness

Candidates will demonstrate an advanced level of understanding of current practices and recent trends of career planning including opportunities in business, industry, and military exploration, including:

2.1 Understanding how to plan, implement, and evaluate comprehensive developmental school counseling programs and assist students with skill-based career choices.

2.2 Understanding how to model ethical behavior and legal considerations related specifically to the current practice of school and career counseling (e.g., the American School Counseling Association (ASCA) Code of Ethics and Standards).

2.3 Understanding career counseling, including opportunities for students with interests in industry, business, technology, professional trades, and military career options.

2.4 Understanding the use of data to improve student outcomes and career planning and placement options in varied fields.

2.5 Understanding current policies, laws, and regulations relevant to career counseling and career development programs (e.g., Americans with Disabilities Act [ADA]).

2.6 Understanding current development theories, strategies, and models of consultation relevant to K-12 career counseling and career preparation, which may include training for 21st Century job skills, participating in Michigan Career Technical Student Organizations, such as Future Farmers of America (FFA) or Skills USA, as well as earning badges by participating in student organizations and clubs.

2.7 Understanding students, family, and cultural characteristics related to recent trends in career development.

SCHOOL COUNSELOR PROFESSIONAL DEVELOPMENT STANDARDS

- 2.8** Understanding and describe student outcomes/benefits associated with PreK–12 career exploration.
- 2.9** Understanding and identify potential career exploration interventions and activities.
- 2.10** Understanding how to analyze and use data to increase the effectiveness of school counseling programs that promote career planning programs initiating life-work role transitions.
- 2.11** Understanding and help students acquire a set of employability and job search skills based on current trends.
- 2.12** Understanding sociopolitical and socioeconomic forces that affect career opportunities of ethnic and cultural minorities, such as immigration, racism, and stereotyping.
- 2.13** Understanding how to extend career initiatives to include STEAM/STEM professions and activities.
- 2.14** Understanding career opportunities, labor market trends, and global economics, using career assessment techniques.
- 2.15** Understanding the unique needs/characteristics of multicultural and diverse populations with regard to career explorations, employment expectations, and economic/social issues.
- 2.16** Understanding the ability to make accommodations for career needs unique to multicultural and diverse populations in hard to reach populations.
- 2.17** Understanding how to identify and choose appropriate career assessment tools and techniques for students based on current research and practices to enhance the exploration of military and career options.
- 2.18** Understanding vocational development theory and educational and occupational information for providing guidance information.
- 2.19** Understanding how to engage in career development program planning, implementation, and evaluation.
- 2.20** Understanding how to conduct career and educational planning assessments, including post-secondary options, such as college selection and school to work transitions, in sync with current trends.

SCHOOL COUNSELOR PROFESSIONAL DEVELOPMENT STANDARDS

- 2.21** Understanding how to advise students on potential Career and Technical Education (CTE) opportunities that provide students work-based learning experiences, and opportunities to earn certifications and credentials leading to entry level employment.
- 2.22** Understanding how to assist students in post-secondary research to identify training and educational opportunities that lead to the necessary skills/certifications/licensure to pursue a career.
- 2.23** Understanding how to collect and analyze data related to student success, college selection and planning, and career counseling, including opportunities specific to industry, business and military options.
- 2.24** Understanding the importance of having strong alignments and partnerships with community resources, which includes industry, labor, higher education, and military, and how to support students and the school to maximize lifetime learning and success.
- 2.25** Understanding the significance of developing positive collaborative relationships with local military recruiting personnel to maximize opportunities for student career exploration, planning and development.