	1. Knows the theories and processes of effective counseling and	manage and evaluate programs to enhance the	as skills in crisis	4. Knows how to design, implement, manage and evaluate transition programs,	5. Understands group dynamics, including counseling, psychoeducational, task, and peer helping groups; and the facilitation of teams to enable	6. Recognizes issues that may affect the development and functioning of students (e.g., abuse, violence, eating disorders, attention deficit	7. Identifies and assists children and adolescents who may use alcohol or other
	wellness programs	· ·		including school-to-		hyperactivity	drugs or who may
		personal/social	, , , , , , , , , , , , , , , , , , ,	work and	overcome barriers	disorder, and	reside in a home
	groups of	development of		postsecondary	and impediments	childhood	where substance
Candidate	students.	students.	crises.	placements.	to learning.	depression).	abuse occurs.
1	3		3	3			
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5	3			2	3		2
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7	3	2		3	3		
8	3				2		
9	2						
10	2	2	2				
11							
#							
responding	9	10	10	5	10	10	7
Element	4 77	4.00	1.00	4.00	4.05	0.40	0.14
Average	1.77	1.83	1.92	1.00	1.85	2.40	2.14

		10. Knows		12. Knows how to		
8. Understands		strategies &	11. understanding	design, implement,		
the ways in which		methods for	the various peer	manage &		
student		working with	programming	evaluate a		
development, well		parents,	interventions (e.g.,	systemic &	13. Understands	14. Demonstrates
being, and	9. Understands	guardians, families		_	the importance of	the ability to apply
learning are	systems theories	& communities to	peer mentoring,	counseling &	the role of the	ethical & legal
enhanced by	and models and	empower them to	peer tutoring) &	guidance program	school counselor	precedents to
family-school	processes of	act on behalf of	how to coordinate	(e.e., ASCA	as a systems	specific counseling
collaboration	consultation	their children.	them.	National Model).	change agent.	situations.
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2		2			2	
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			_			
10	7	9	4	7	10	10
10					10	10
2.40	2.29	2.33	2.25	2.71	2.40	2.60

15. Designs &						
implements						
prevention &						
intervention/plans						
for student						
problems that						
demonstrate an						
understanding of						
the effects of (a)						
atypical growth &						
development, (b)			18. Designs &	19. Demonstrates		
health, (c)			implements	skills in helping		21. Addresses
language, (d)		17. Provides	prevention &	students cope with		multicultural
ability level, (e)		individual & group	intervention/plans	personal and		counseling issues,
culture, (f)	16. Demonstrates	counseling &	for students that	interpersonal		including possible
diversity, (g)	self-awareness,	classroom	demonstrates an	problems as well	20. Applies	effects of ability
socioeconomic	sensitivity to	guidance to	understanding of	as skills in crisis	counseling	levels, culture,
status, & (h)	others, &	promote the	diverse needs and	intervention in	interventions to	race, sterotyping,
factors of	skillfulness in	academic, career	enables students	response to	assist students &	family,
resiliency on	relating to	& personal/social	to set goals & take	personal, school	parents at points	socioeconomic
student learning &	individuals &	development of	necessary action	and community	of educational	status, gender and
development.	groups.	students.	to achieve goals.	crises.	transition.	sexual identity.
3	3	3	2	3	3	3
	3	2	2	2		
	2	2	2			2
2	3	3	2	3	2	3
2	3	3	2	3		
3	3	3	3	3	3	3
2	3	3		3		2
	3	3	3	3		2
	2	2		2	2	2
3	2	2	2	2	2	2
6	10	10	8	10	5	8
2.50	2.70	2.60	2.25	2.60	2.40	2.38

2 2 2	2		parents, guardians, and families to act on hehalf of their children to address problems student needs & makes appropriate referrals to schoo; and/or family.  24. Locates & teachers & staff & social agencies to create an environment that promotes the academic, career that impact students and/or family.  24. Locates & teachers & staff & social agencies to create an environment that promotes the academic, career that impact students achievement & success.  24. Locates & teachers & staff & social agencies to create an environment that promotes the academic, career the leping strategies to help augment the school academic, career that impact students of that impact students achievement & success.  25. Uses peer helping strategies to help augment the school academic, career to help augment the school academic, career the school academic, career to help augment the school academic academi	[ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ] [ ]
2 2 2				families to act on hehalf of their community that 2. Assesses tudent needs & nakes appropriate eferrals to schoo; nd/or family.  families to act on hehalf of their community that can be utilized in the school to improve student achievement & success.  resources in the community that can be utilized in the school to improve student achievement & success.  resources in the community that can be utilized in promotes the academic, career to helping strategies to help augment that school accounseling the school to accounseling programs.  resources in the community that can be utilized in promotes the academic, career to help augment the school assistance for students & their programs for teachers).
				families to act on hehalf of their community that 2. Assesses tudent needs & nakes appropriate eferrals to schoo; nd/or family.  families to act on hehalf of their community that can be utilized in the school to improve student achievement & success.  resources in the community that can be utilized in promotes the academic, career to help augment the school to improve student achievement of students.  resources in the community that can be utilized in promotes the academic, career to help augment the school to academic, career to help augment the school assistance for students & their programs for teachers).
		2 2 2	2 2 2	families to act on hehalf of their children to address problems tudent needs & achievement & eferrals to schoo; and/or family.  families to act on hehalf of their community that can be utilized in the school to improve student achievement & success.  families to act on hehalf of their community that can be utilized in the school to improve student achievement & promotes the academic, career the promotes the school to improve student achievement & programs, health centers, business, service groups) to secure assistance for students & their programs for teachers).  2 3 2 3 2 3 3 2 3 3 2 3 3 3 3 3 3 3 3
		2     2     2       2     3     3     3     2     2	2     2     2       2     3     3     3     2     2	families to act on hehalf of their children to address problems that impact eferrals to schoo; and/or family.    Assesses to the programs that impact eferrals to schoo; and/or family.   Community that impact eferrals to schoo; and/or family.   Community that impact eferrals to schoo; and/or family.   Community that can be utilized in the school to improve student achievement & success.   Community that community that can be utilized in the school to improve student achievement & promotes the environment that promotes the academic, career the leping strategies to help augment the school academic, career the leping strategies to help augment the school counseling program.   Community that promotes the environment that promotes the academic, career the leping strategies to help augment the school counseling program.   Community that promotes the environment that promotes the academic, career the leping strategies to help augment the school counseling program.   Community that can be utilized in the school to improve student assistance for students & their families.   Community that can be utilized in the school counseling program.   Community that can be utilized in the school academic, career the promotes the environment that promotes the environme
	3 3 3 3 3	2     2     2       2     2     3     3     3     2     2       3     3     3     3     3	2     2       2     2       3     3       3     3       3     3       3     3	families to act on hehalf of their children to address problems tudent needs & nakes appropriate eferrals to schoo; nd/or family.  2. Assesses  children to address problems that impact sin school.  2. Assesses  children to address problems that impact sin school.  2. Assesses  children to address problems that impact sin school.  2. Assesses  children to address problems that impact sin school to improve student achievement & success.  2. Assesses  children to address problems that impact students' success in school.  2. Assesses  children to address problems the school to improve student achievement & personal/social development of students.  2. Assesses  that impact students' success in she community that can be utilized in the school to improve student achievement & promotes the academic, career the school counseling program.  2. Assesses  that impact students' success in she community that can be utilized in the school improve student achievement & promotes the school counseling program.  2. Assesses  that impact students' success in she community that can be utilized in the school development of students.  2. Assesses  that impact students' success in she community that can be utilized in the school development of students.  2. Assesses  that impact students' success in she community that can be utilized in the school development of students.  2. Assesses  that impact students' success in she community that can be utilized in the school development of students.  2. Assesses  that impact students' success in she can be utilized in the school development of students.  2. Assesses  3. Assesses  4. Assesses  5. Assesses  5. Assesses  6. Ass
	3     3     3     3     3       3     3     3     3     3	2     2     2       2     2     3     3     3     2     2       3     3     3     3     3       3     3     3     3     3       3     3     3     3     3	2     2     2       2     2     3     3     3     2     2       3     3     3     3     3       3     3     3     3     3       3     3     3     3     3	families to act on hehalf of their children to address problems that impact seferrals to schoo; and/or family.  2. Assesses  2. Assesses tudent needs & address problems in school.  2. Assesses tudent needs & address problems in school.  2. Assesses tudent needs & address problems in school.  2. Assesses tudent needs & address problems in school.  2. Assesses tudent needs & address problems that impact students achievement & success.  2. Assesses tudent needs & address problems that impact students' success in school.  2. Assesses that impact students' success in the community that can be utilized in the school to improve student achievement & personal/social development of students.  2. Assesses that impact students' success in the community that can be utilized in the school to improve student achievement & personal/social development of students.  2. Assesses that impact students' success in the community that can be utilized in the school to improve student achievement & personal/social development of students.  2. Assesses the promotes the academic, career thelping strategies to help augment the school counseling program.  2. Assesses to help augment the school students & their programs for teachers).  2. Assesses to help augment the school counseling program.  2. Assesses to help augment the school advisor/advisee programs.  2. Assesses to help augment the school advisor/advisee programs.  2. Assesses to help augment the school advisor/advisee programs.  2. Assesses to help augment the school advisor/advisee assistance for students & the imprograms of the school advisor/advisee programs.  2. Assesses to help augment the school advisor/advisee assistance for students & the imprograms of the programs of the program of the program of the program of the progr
	3     3     3     3       3     3     3     3     3       3     3     3     3     3       3     3     3     3     3	2     2     2       2     2     3     3     3     2     2       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3	2     2     2       2     2     3     3     3     2     2       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3	families to act on hehalf of their children to address problems that impact seferrals to schoo; and/or family.  2. Assesses  tudent needs & address problems that impact seferrals to schoo; and/or family.  2. Assesses  tudents' success in the community that can be utilized in the school to improve student achievement & success.  2. Assesses  tudent needs & address problems that impact seferrals to schoo; and/or family.  2. Assesses  tudents' success in the community that can be utilized in the school to improve student achievement & success.  2. Assesses  tudent needs & address problems that impact students' success in school.  2. Assesses  the promotes the academic, career & personal/social development of students.  2. Assesses  to help augment the school counseling program.  families to act on hehalf of their can be utilized in the school to improve student achievement & success.  2. Assesses  to help augment the school counseling program.  familites to act on hehalf of their can be utilized in the school or improve student achievement & success.  2. Assesses  to help augment the school counseling program.  familites to act on hehalf of their can be utilized in the school or improve student achievement & success.  2. Assesses  to help augment the school counseling program.  familites to act on health centers, business, service groups) to secure assistance for students.  families to act on health centers, business, service groups) to secure assistance for students.  families to act on health centers, business, service groups) to secure assistance for students.  families to act on health centers, business, service groups) to secure assistance for students.  families to act on health centers, business, service groups) to secure assistance for students.  families to act on health centers, business, service groups) to secure assistance for students.  families to act on health centers, business, service groups) to secure assistance for students.  families to act on health centers, business, service groups) to secure
$\mathcal{O}_{\mathbb{C}}$	3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	2     2     2       2     2     3     3     3     2     2       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3       3     3     3     3     3       3     3     3     3     3       3     3     3     3     3	2     2     2       2     2     3     3     3     2     2       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       4     4     4     4     4     4     4     4       5     6     6     7     6     6     6     7     4 <td>families to act on hehalf of their children to address problems takes appropriate eferrals to schoo; and/or family.  2. Assesses tudent needs &amp; action hehalf of their children to address problems takes appropriate eferrals to schoo; and/or family.  2. Assesses tudents impact students success in sthe community that can be utilized in the school to improve student achievement &amp; success.  2. 3 2 3 2 3 2 3 2 3 3 3 3 3 3 3 3 3 3 3</td>	families to act on hehalf of their children to address problems takes appropriate eferrals to schoo; and/or family.  2. Assesses tudent needs & action hehalf of their children to address problems takes appropriate eferrals to schoo; and/or family.  2. Assesses tudents impact students success in sthe community that can be utilized in the school to improve student achievement & success.  2. 3 2 3 2 3 2 3 2 3 3 3 3 3 3 3 3 3 3 3
2 2 3 2 2	3     3     3     3     3       3     3     3     3     3       3     3     3     3     3       3     3     3     3     3       2     2     2     2     2     2	2     2     2     2       2     2     3     3     3     2     2       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3	2     2     2       2     2     3     3     3     2     2       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3     3       3     3     3     3     3       3     3     3     3     3       3     3     3     3     3       3     3     3     3     3	families to act on hehalf of their children to address problems takes appropriate eferrals to schoo; and/or family.  2. Assesses tudent needs & action hehalf of their children to address problems takes appropriate eferrals to schoo; and/or family.  2. Assesses tudents' success in the community that can be utilized in the school to improve student achievement & success.  2. 3 2 3 2 3 2 3 2 3 3 3 3 3 3 3 3 3 3 3
3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	3 3 3 3	2     2       2     2       3     3       3     3       3     3	2     2     2       2     2     3     3     3     2       3     3     3     3     3	families to act on hehalf of their children to address problems that eferrals to schoo; and/or family.  families to act on hehalf of their children to address problems that impact strategies of the achievement & success in school.  2

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Total	
	Stephanie
	Oddny
	Jolene
	Charles
	Nicole
	Alicia
	Ashley Becky
	Jennifer
	Karen
0	Garret
<u> </u>	J.a.i.o.
220	
54.20	