

	1. Knows the role, function & professional identity of the school counselor in relations to the roles of other professional & support personnel in the school	2. Understands professional codes of ethics & current legal mandates and the range of legal issues related to school counseling.	3. Demonstrates the ability to apply ethical & legal precedents to specific counseling situations.	4. Demonstrates the ability to articulate & model an appropriate school counselor identity	5. Knows the theories & processes of effective counseling & wellness programs for individuals & groups.	
Candidate	1	3	3	3	3	3
	2	2	3	2	2	3
	3	2	3	2	3	3
	4	3	1	3	3	3
	5	3	3	2	3	3
	6	3	1	2	2	3
	7	3	2	2	2	3
	8	3	2	3	3	3
	9	2	2	2	2	3
Element Average	2.67	2.22	2.33	2.56	3.00	

6. Knows how to design, implement, manage, & evaluate programs to enhance academic, career & personal/social development for all students.	7. Provides individual & group counseling & guidance to promote academic, career & personal/social development for all students.	8. 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.	9. Understands educational policy & reform in schools & demonstrates knowledge of cultural, ethical, economic, legal & political issues surrounding diversity, equity & excellence in terms of student learning.	10. Identifies community, environmental & institutional opportunities that enhance as well as barriers that impede development of all students.	11. Addresses multicultural counseling issues, including possible effects of ability, culture, race, stereotyping, family, socioeconomic status, gender & sexual identity.
3	3	3	3	3	3
3	3	2	3	3	3
3	3	2	3	3	3
2	3	3	2	2	3
3	2	3		3	3
2	2	2	2	2	1
3	2	3	3	3	1
3	3	3	3	3	3
2	2	3	3	2	2
2.67	2.56	2.67	2.44	2.67	2.44

12. Promotes the use of counseling & guidance activities & programs by the total school community to enhance a positive school climate.	13. Understands the influence of multiple factors on student achievement.	14. Recognizes issues that may affect the development & functioning of students.	15. Analyzes assessment information in a manner that produces valid inferences when evaluating the needs of individual students and assessing the effectiveness of educational programs.	16. Assess barriers that impede academic, career & personal/social development of all students.	17. Understands relationship of the school counseling program to the academic mission of the school.
3	3	3	3	3	3
2	2	3	3	2	3
3	2	2	3	2	2
3	3	2	3	3	3
2	2	2	3	2	3
2	2	1	2	3	2
2	3	3	3	3	1
3	3	2	2	3	3
2	3	2	3	2	2
2.44	2.56	2.22	2.78	2.56	2.44

18. Understands the concepts, principles, strategies programs & practices for helping students to experience academic success.	19. Conducts programs that are designed to enhance students' academic development.	20. Applies & uses knowledge of pedagogical & counseling methods & techniques to design contextually appropriate counseling & learning experiences to promote achievement of all students.	21. Understands the ways in which student development, well being, & learning are enhanced by family-school collaboration.	22. Knows strategies to promote, develop & enhance effective teamwork within the school and larger community.	23. Works with parents, guardians, and families to act on behalf of their children to address problems that impact students' success in school.
3	3	3	3	3	3
3	3	3	3	2	3
2	3	3	3	3	3
2	3	3	2	3	3
3	3	3	3	3	3
3	1	1	1	1	1
1	2	1	1	3	2
3	3	3	3	3	3
2	3	3	3	3	2
2.44	2.67	2.44	2.56	2.56	2.33

24. Consults with teachers & staff & social agencies to create an environment that promotes the academic, career, & personal/social development of all students.	25. Knows strategies of leadership designed to enhance the learning environment of schools.	26. Knows how to design, implement, manage, & evaluate a systemic & comprehensive counseling & guidance program.	27. Designs, implements, manages & evaluates a school counseling program.	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).	Total	
2	3	3	3	3	3	83 Charles
2	3	2	3	3	2	72 Jen
2	3		3	3	3	71 Garret
3	2	3	2	3	3	74 Karen
3	2		3	3	3	71 Ashley
2	3	1	1	2	2	50 Jolene
2	2	3	2	2	2	64 Nicole
3	3	2	2	3	3	79 Alicia
3	3	2	3	2	2	67 Stephanie
						0
						0
2.44	2.67	1.78	2.44	2.56	70.11	