



Best Practice Considerations for Emerging Professionals

School Counselor

One Year License with Stipulations (Tier I)

Best Practices in the Preparation Program

- Share with the preparation program director that a Tier 1 license is being or has been obtained.
- Seek advisement with preparation program director to develop a scope and sequence of coursework based on the emerging professional's training, experience, and immediate needs.
- Prioritize content knowledge and skill acquisition needed to support critical and high stakes needs in school, such as: suicide prevention, intervention and postvention; educational laws and policies; child abuse and mandated reporting; counseling skills; cultural responsiveness; trauma sensitive practices; and child development.
- Utilize office hours and consultation regularly with school counseling licensed faculty to discuss practice, specific situations, and ethical dilemmas.

Best Practices in the Employment Setting

- Acquire knowledge and understanding and engage with the American School Counselor Association (ASCA) [Ethical Standards](#) and laws applicable to school counseling roles and responsibilities.
- Learn and implement best practice models, including Wisconsin's adopted ASCA National Model and [ASCA Position Statements](#).
- Understand the similarities and differences between clinical counseling practice and school counseling practice, including roles and responsibilities.
- Practice with an awareness of liability and limitations related to emerging skills and current competence.
- Assess with supervisor consultation, current competency based on education, training, and professional experience to determine role responsibility and scope of practice.
- Learn and follow local school board policies and the [ASCA School Counselor Professional Standards and Competencies](#).
- Use the [educator evaluation process](#) to enhance support and feedback, including the [school counselor specific evaluation rubric](#).
- Design a personalized professional development plan based on the school counseling role and the emerging professional's specific training needs.
- Hold regular meetings with a supervisor competent and licensed in school counseling to discuss practice, specific situations, and ethical dilemmas.
- Consult with professional colleagues - supervisors, graduate school faculty and advisors, school counseling colleagues, student service professionals, state and national associations, and cultural experts.

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Best Practices for Professional Development

- Become a member and participate in the Wisconsin School Counselor Association (WSCA) and the American School Counselor Association (ASCA), which provides liability insurance.
- Engage with the Wisconsin [Department of Public Instruction](#), its [Student Services, Prevention and Wellness Team](#) and the [pupil services consultants](#) who provide opportunities for new professionals, training, technical assistance, and [school counseling related resources](#).
- Subscribe to the DPI school counseling [email distribution list](#) for profession related updates, content, resources, training, programs, services, and networking.
- Seek out multi-year mentorship utilizing [High Quality Mentoring & Induction Practices](#).

Resources*

[ASCA Ethical Standards](#)

[ASCA National Model](#)

[ASCA Position Statements](#)

[ASCA Role of the School Counselor Description](#)

[ASCA School Counseling Roles by Level](#)

[Department of Public Instruction School Counseling](#)

[Wisconsin Department of Public Instruction Pupil Services](#)

[Student Services, Prevention and Wellness Team](#)

[Department of Public Instruction](#)

[Wisconsin School Counselor Association](#)

[American School Counselor Association](#)

[ASCA School Counselor Professional Standards and Competencies](#)

[ASCA Performance Appraisal Template](#)

[High Quality Mentoring & Induction Practices](#)

[WI DPI Approved School Counseling Preparation Programs](#)

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