

Survey of Supervisors of First-Year Counselors 2024

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 1 - Student Development						4.49	0.51
1. The counselor was prepared to apply knowledge of human development in their work with his or her students.	0%	5%	0%	45%	50%	4.4	0.73
2. The counselor was prepared to apply knowledge of counseling theories, techniques, and strategies through individual and/or group counseling.	0%	5%	0%	40%	55%	4.45	0.74
3. The counselor was prepared to use helping skills to develop healthy relationships with students through the implementation of the comprehensive school counseling program.	0%	5%	0%	30%	65%	4.55	0.74
4. The counselor was prepared to address social and cultural diversity issues in all areas of the comprehensive school counseling program.	0%	0%	0%	45%	55%	4.55	0.50
5. The counselor was prepared to apply knowledge of culturally	0%	0%	0%	60%	40%	4.4	0.49

Survey of Supervisors of First-Year Counselors 2024

appropriate, valid, and reliable assessments relevant to the comprehensive school counseling program.

6. The counselor was prepared to apply knowledge of career development and planning through all areas of the comprehensive school counseling program including specific grade level expectations.

0% 0% 0% 40% 60% 4.6 0.49

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 2 - Program Implementation						4.43	0.58
7. The counselor was prepared to implement structural components (philosophy, definition, faculties, advisory council, resources, budget, and staffing patterns) of the district's comprehensive school counseling program.	0%	0%	10%	50%	40%	4.3	0.64
8. The counselor was prepared to provide students with developmentally appropriate knowledge and skills defined by grade level expectations.	5%	0%	0%	40%	55%	4.4	0.92

Survey of Supervisors of First-Year Counselors 2024

9. The counselor was prepared to integrate and utilize technology for the delivery and management of the comprehensive school counseling program.	0%	0%	0%	40%	60%	4.6	0.49
10. The counselor uses results-based evaluation procedures to promote, plan, design, implement, evaluate, and enhance a comprehensive school counseling program.	0%	5%	0%	45%	50%	4.4	0.73
Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 3 - Professional Relationships						4.60	0.57
11. The counselor uses interpersonal skills that enhance a positive school climate.	5%	0%	0%	25%	70%	4.55	0.92
12. The counselor uses effective collaboration skills to develop professional relationships.	0%	0%	0%	35%	65%	4.65	0.48
13. The counselor was prepared to use consultation skills to promote professional relationships.	0%	0%	5%	30%	65%	4.6	0.58

Survey of Supervisors of First-Year Counselors 2024

14. The counselor was prepared to access and contribute to community resources.

0%	0%	0%	40%	60%	4.6	0.49
----	----	----	-----	-----	-----	------

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 4 - Leadership Advocacy						4.48	0.60
15. The counselor applies techniques of self-care and uses supervision and consultation with others to support well-being.	0%	0%	0%	35%	65%	4.65	0.48
16. The counselor uses reflection and feedback to develop a professional development plan to support personal, professional, and program improvement.	0%	0%	10%	35%	55%	4.45	0.67
17. The counselor was prepared to identify factors that impact student development and to apply advocacy procedures.	5%	0%	5%	35%	55%	4.35	0.96
18. The counselor uses leadership and advocacy strategies for program management, evaluation, and enhancement.	0%	5%	0%	40%	55%	4.45	0.74
19. The counselor was prepared to use the comprehensive school	0%	0%	0%	50%	50%	4.5	0.5

Survey of Supervisors of First-Year Counselors 2024

counseling program to contribute to the development of a positive and safe school climate and culture.

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 5 - Ethical Professional Conduct						4.60	0.51
20. The counselor practices in accordance with professional ethical standards, seeks consultation for ethical decision-making, and communicates with administrators about the ethical standards of the school counseling profession.	0%	5%	0%	30%	65%	4.55	0.74
21. The counselor practices in accordance with school counseling standards, participates in a school counselor mentoring program, and seeks consultation to guide practice.	0%	0%	0%	40%	60%	4.6	0.49
22. The counselor practices in accordance with local school policies and procedures.	0%	0%	0%	35%	65%	4.65	0.48
23. The counselor practices in accordance with local, state, and	0%	0%	0%	40%	60%	4.6	0.49

Survey of Supervisors of First-Year Counselors 2024

federal statutory requirements
and is able to demonstrate
familiarity with legal resources.

Question / Standard	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	Mean	StdDev
24. What overall rating would you give the quality of the preparation program your counselor completed?	0%	0%	5%	30%	65%	4.6	0.58

Question / Standard	Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)	Mean	StdDev
24b. Based upon the performance based evaluation of this first year counselor, how would you rate the impact the counselor had upon students, teachers, and school community?	0%	5%	30%	65%	3.6	0.58

Essay Text	School Year	Response ID
25. What are some strengths of the Counselor Preparation program that your counselor completed?		
Counselor is knowledgeable in strategies and philosophy.	2024	54656
Requires a lot of hands-on hours	2024	54683
Policies and procedures, skills to support students, staff, and parents	2024	54703
Classroom Guidance Lessons and Individual Counseling	2024	54711

Survey of Supervisors of First-Year Counselors 2024

Set up incentives for students and promoted positive behavior.	2024	54761
Analyzing individual needs of students and implementing interventions to support social emotional growth	2024	54794
Counselor is aware of self regulation strategies	2024	54806
The counselor preparation program has given schools the opportunity to utilize more counseling help.	2024	54833
Having special education knowledge and experience really helped when working on 504 plans.	2024	54842
I cannot speak to the program itself as I am unsure of the details but in this survey I'm speaking as to the individual themselves.	2024	54844
I appreciate all of the topics that are covered in her program. Although they may not necessarily apply to our building it allows her to be a resource for both our families and students.	2024	54854
Building relationships with students, staff, and families.	2024	54859
Essay Text	School Year	Response ID
26. What are some areas for improvement for the Counselor Preparation program that your counselor com...		
Counselor could be better prepared for the complexity of relationships in schools.	2024	54656
I believe the mentors should be vetted more.	2024	54683

Survey of Supervisors of First-Year Counselors 2024

Preparing for different roles in different levels in different districts	2024	54703
No suggestions.	2024	54711
No suggestions.	2024	54794
Counselor program should better prepare candidates for high stress/high demand of the role	2024	54806
I think it would be good to provide even more information about how counselors can help families better understand how to help their own children at home.	2024	54833
No suggestions.	2024	54842
I do not know at this time.	2024	54844
I do not believe I am familiar enough with the program to list areas of improvement. My new counselor was an absolutely amazing teacher in the classroom and that has followed her into her new role.	2024	54854
Becoming familiar with the district's curriculum.	2024	54859