

Survey of Supervisors of First-Year Counselors 2023

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 1 - Student Development						4.26	0.55
1. The counselor was prepared to apply knowledge of human development in their work with his or her students.	0%	0%	4%	63%	33%	4.29	0.54
2. The counselor was prepared to apply knowledge of counseling theories, techniques, and strategies through individual and/or group counseling.	0%	0%	4%	58%	38%	4.33	0.55
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%	0%	8%	54%	38%	4.29	0.61
4. The counselor was prepared to address social and cultural diversity issues in all areas of the comprehensive school counseling program.	0%	0%	13%	46%	42%	4.29	0.68
5. The counselor was prepared to apply knowledge of culturally appropriate, valid, and reliable assessments relevant to the comprehensive school counseling program.	0%	0%	13%	58%	29%	4.17	0.62

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%	17%	50%	33%	4.17	0.69
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Standard 2 - Program Implementation 4.14 0.69

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%	4%	25%	42%	29%	3.96	0.84
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8. The counselor was prepared to provide students with developmentally appropriate knowledge and skills defined by grade level expectations.	0%	0%	4%	54%	42%	4.38	0.56
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9. The counselor was prepared to integrate and utilize technology for the delivery and management of the comprehensive school counseling program.	0%	4%	8%	50%	38%	4.21	0.76
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10. The counselor uses results-based evaluation procedures to promote, plan, design, implement, evaluate, and enhance a comprehensive school counseling program.	0%	8%	13%	50%	29%	4	0.87
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Standard 3 - Professional Relationships 4.35 0.59

11. The counselor uses interpersonal skills that enhance a positive school climate.	0%	0%	8%	42%	50%	4.42	0.64
12. The counselor uses effective collaboration skills to develop professional relationships.	0%	0%	8%	46%	46%	4.38	0.63
13. The counselor was prepared to use consultation skills to promote professional relationships.	0%	0%	8%	58%	33%	4.25	0.60
14. The counselor was prepared to access and contribute to community resources.	0%	0%	8%	46%	46%	4.38	0.63
Standard 4 - Leadership Advocacy						4.19	0.64
15. The counselor applies techniques of self-care and uses supervision and consultation with others to support well-being.	0%	0%	13%	50%	38%	4.25	0.66
16. The counselor uses reflection and feedback to develop a professional development plan to support personal, professional, and program improvement.	0%	0%	13%	54%	33%	4.21	0.64
17. The counselor was prepared to identify factors that impact student development and to apply advocacy procedures.	0%	0%	13%	46%	42%	4.29	0.68
18. The counselor uses leadership and advocacy strategies for program	0%	4%	17%	50%	29%	4.04	0.79

management, evaluation, and enhancement.

19. The counselor was prepared to use the comprehensive school counseling program to contribute to the development of a positive and safe school climate and culture.	0%	4%	8%	54%	33%	4.17	0.75
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Standard 5 - Ethical Professional Conduct 4.41 0.62

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%	0%	8%	46%	46%	4.38	0.63
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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%	8%	38%	54%	4.46	0.64
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22. The counselor practices in accordance with local school policies and procedures.	0%	0%	8%	42%	50%	4.42	0.64
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23. The counselor practices in accordance with local, state, and federal statutory requirements and is able to demonstrate familiarity with legal resources.	0%	0%	8%	46%	46%	4.38	0.63
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Question / Standard	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	Mean	StdDev
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24. What overall rating would you give the quality of the preparation program your counselor completed?	0%	0%	8%	46%	46%	4.38	0.63
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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%	8%	58%	33%	3.25	0.60

Essay Text	School Year	Response ID
25. What are some strengths of the Counselor Preparation program that your counselor completed?		
Our counselor is able to get down on the kid level and build incredible relationships.	2023	50365
She understood the complexity of problems students may be experiencing.	2023	50381
She does a great job as a first year counselor. I am certain the preparation program was beneficial, however she came to use with an extensive background in social services which undoubtedly also contributed to an easy transition into the job.	2023	50414
Incorporating technology and strategies to help students in need.	2023	50421
Making certain that districts provide appropriate mentorship	2023	50425
listening skills	2023	50434
Her ability to use resources that will support students.	2023	50435
Our counselor was well prepared to step into the role of counselor	2023	50451

Handling student issues promptly and effectively. Giving resources or tips as needed to help meet student needs.	2023	50454
Awareness of job tasks, duties, skillset ready for students and staff	2023	50483
Team player, willing to provide counseling, connecting with community resources.	2023	50500
Our counselor's ability to build relationships with stakeholders is an asset to our school community.	2023	50505
No suggestions.	2023	50532
Communication was a strength	2023	50542
Our counselor has been able to establish effective relationships with scholars, families and staff members. She is knowledgeable of the guidance curriculum and implements all that she has learned in her daily interactions and lessons with high school scholars.	2023	50578
No suggestions.	2023	50583
Essay Text	School Year	Response ID
26. What are some areas for improvement for the Counselor Preparation program that your counselor com...		
No suggestions.	2023	50365
No suggestions.	2023	50381
I am not fully aware of the counselor preparation programs content and therefore could not provide an appropriate response to this question.	2023	50414
Time management.	2023	50421
boundaries	2023	50434
Just gaining a better understanding how to work within a school environment.	2023	50435

No suggestions.	2023	50451
Not sure	2023	50454
Improvement is needed in utilizing the care team process and writing building plans. Improvement is needed in understanding the district referral process.	2023	50500
No suggestions.	2023	50532
No suggestions.	2023	50578
No suggestions.	2023	50583