



This Rubric for the *California Standards for the School Counseling Profession* is a tool for assessing a practitioner's proficiency within 19 key elements. Ratings range from Emerging (basic understanding) to Accomplished (competent) to Distinguished (exceptional). This tool helps gauge a counselor's effectiveness in these areas in order to guide professional growth and development. A "No Activity" rating may indicate a need for improvement or further training. The elements are further tailored by indicators, which can be accessed by the QR Code or at www.schoolcounselor-ca.org.

Standards	Description	Elements	Emerging	Accomplished	Distinguished	No Activity	Indicators/Evidence
1 Professional School Counselor Development	Emphasizes continuous professional growth and commitment to evolving student needs	ELEMENT 1A: LEADERSHIP - Effective school counselors emphasize leadership in the creation of comprehensive school counseling programs. School counselors exhibit leadership qualities through collaboration, advocacy, utilizing measurable student outcomes, and a dedication to social justice and equity.					
		ELEMENT 1B: REFLECTIVE & ETHICAL PRACTICE - Effective school counselors emphasize the importance of upholding ethical mandates and developing a critical reflective practice.					
		ELEMENT 1C: PROFESSIONAL DEVELOPMENT - Effective school counselors continuously refine their skills, expand their knowledge base, and enhance their effectiveness in supporting the academic, personal, and social growth of their students through ongoing professional development.					
		ELEMENT 1D: CULTURALLY AND LINGUISTICALLY RESPONSIVE SCHOOL COUNSELING - Effective school counselors recognize and leverage the cultural assets and resources of students of diverse backgrounds, rejecting biased or stereotypical materials and enhancing the curriculum to embrace their heritage.					



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<p style="text-align: center;">2</p> <p>School-Based Mental Health</p>	<p>Recognizes the importance of emotional well-being in creating a conducive learning environment</p>	<p>ELEMENT 2A: SCHOOL-WIDE MENTAL AND BEHAVIORAL HEALTH PROMOTION - Effective school counselors focus on preventive care rather than reactive. Activities associated with this standard include preventing academic and/or social problems by building a healthy learning environment for students. This includes building systems and addressing policies where mental and behavioral health are valued and prioritized and by employing inclusive and culturally responsive strategies that reduce stigma and remove systemic barriers.</p>					
		<p>ELEMENT 2B: COMPREHENSIVE MENTAL HEALTH SERVICES FOR IDENTIFIED STUDENTS - Effective school counselors play a vital role in early identification of students or subgroups who display early signs and symptoms of mental health problems through specialized support services.</p>					
		<p>ELEMENT 2C: ADDRESSING ACUTE AND CHRONIC MENTAL HEALTH NEEDS - Effective school counselors are at the intersection of education with intensive support systems to address acute and chronic mental health needs of students. This includes conducting suicide assessments and working as a conduit for therapeutic treatment of students.</p>					



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<p style="text-align: center;">3</p> <p style="text-align: center;">School Counseling Domains: Academic, Postsecondary, and Social Emotional Development</p>	<p>Encourages a holistic approach to student development.</p>	<p>ELEMENT 3A: ACADEMIC DEVELOPMENT - Effective school counselors foster academic excellence and success for all students by considering individual strengths, needs, and challenges. School counselors collaborate with various educational partners to provide appropriate support, eliminate barriers, and guide students on their educational pathways, contributing to a positive and empowering learning experience for all students within the school community.</p>					
		<p>ELEMENT 3B: POSTSECONDARY DEVELOPMENT - Effective school counselors work within a cradle-to-career support system. In a scope and sequence frame, they educate students at all grade levels and prepare students to access various postsecondary options and provide comprehensive information regarding career pathways and financial aid to support informed decision making. Additionally, they educate students and caregivers on the sequential steps needed to prepare for admission into postsecondary institutions and workforce opportunities.</p>					
		<p>ELEMENT 3C: TRANSFORMATIVE SOCIAL EMOTIONAL DEVELOPMENT - Effective school counselors provide grade-level appropriate Social Emotional Learning (SEL) lessons, fostering emotional intelligence and well-being in students. This comprehensive approach integrates SEL principles into a schoolwide skill-building system, aligned with grade-level standards and SEL benchmarks, ensuring a positive and lasting impact on students' lives both inside and outside the school environment.</p>					



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4 Multi-Tiered System of Support (MTSS)	Implements a tiered approach to address diverse student needs.	ELEMENT 4A: CA MTSS FRAMEWORK - Effective school counselors design and deliver programs and services aligned with the California MTSS framework.					
		ELEMENT 4B: DATA INFORMED DECISION MAKING - Effective school counselors utilize data to inform decision-making and drive improvements in student outcomes.					
		ELEMENT 4C: SYSTEMS - Effective school counselors foster a school-wide approach aimed at enhancing and refining MTSS to better meet the needs of all students through establishing collaborative partnerships.					



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5 Indirect Services: Coordination, Collaboration, Consultation, and Supervision	Focuses on indirect services to nurture a supportive ecosystem.	ELEMENT 5A: COORDINATION & COLLABORATION - Effective school counselors emphasize working together with various partners within the school and the broader community to enhance school-based services.					
		ELEMENT 5B: CONSULTATION - Effective school counselors engage with consultees (parent, teacher, administrator, etc.) with the primary objective of fostering positive change in students.					
		ELEMENT 5C: SUPERVISION - Effective school counselors take on the responsibility of overseeing and guiding various professionals, agencies, volunteers, paraprofessionals and pre-service school counselors who provide pupil personnel related services within the school setting as required in law (80049.1(c)).					



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<p>6 Creating and Maintaining Safe, Supportive, and Inclusive Environments for Student Well-being</p>	<p>Ensures a safe and inclusive school environment for student well-being</p>	<p>ELEMENT 6A: SCHOOL CLIMATE - Effective school counselors foster a positive school climate promoting inclusivity, empathy, and respectful interactions among students and staff in order to reduce conflict.</p>					
		<p>ELEMENT 6B: SCHOOL SAFETY - Effective school counselors contribute to a safe and secure learning environment by being accessible for reporting threats, intervening with students involved in unsafe behaviors and incorporating substance abuse prevention measures.</p>					
		<p>ELEMENT 6C: SCHOOL ENGAGEMENT - Effective school counselors foster academic, social, and personal engagement through strategies that promote involvement, collaboration, and a sense of belonging within the school community.</p>					