



School Counselor Corps Grant (SCCG) Hiring Guidelines- FTE for Individuals Working Towards School Counseling Licensure

CDE Position

Pursuant to CRS 22-91-104 education providers will submit to the Colorado Department of Education (CDE) a plan for the use of grant money, including the extent to which the grant money will be used to increase the number of school counselors at recipient schools and to provide professional development for school counselors and professional development to enable other faculty members to provide counseling and postsecondary preparation services at recipient schools. As found through the Colorado School Counselor Corps Grant (SCCG) efforts, national research reinforces that the presence of effective school counseling has a dramatic impact on the academic success of students. By focusing on the role of school counselors in increasing postsecondary and workforce readiness and ensuring timely high school graduation, the SCCG program seeks to enhance student outcomes by supporting the implementation of effective and comprehensive school counseling programs.

Rationale

In response to the shortage of (or difficulty in finding) qualified and professionally licensed school counselors, the SCCG program has prepared the following as guidelines for education providers who have been awarded the School Counselor Corps Grant (SCCG) to meet the grant requirements for increasing school-based counseling services, ultimately reducing the student to school counselor ratio and sustaining quality and talented candidates into the pipeline leading towards school counselor licensure. **Education providers should contact SCCG program support before making an employment offer as these guidelines should be used only when hiring a licensed school counselor is not a possibility and do require CDE support documents for assurance.**

Job Description and Title

When individuals present themselves as a school counselor there is a common understanding of that person's credentials and ability to do specific work tasks. If an education provider offers a position to a candidate who is not a trained and licensed school counselor, the SCCG program recommends avoiding the title of school counselor and suggests the following until the candidate is appropriately licensed: Grant Coordinator, Grant Manager, PWR Coach, Academic Advisor, etc.

School Counselor Mentor/Supervisor

The SCCG program expects any district/school/BOCES that hires an unlicensed school counselor to provide supervision in school counseling for the candidate.

- According to the American School Counselor Association, school counselor supervision involves the continued personal and professional development of currently practicing school counselors and school-counselors-in-training regarding the knowledge and skills needed for providing effective school

counseling programs. Supervision focuses on the development and growth of school counseling skills and the integration of school counselor standards and competencies in practice. School counselor supervisors have the appropriate background, experience and training needed to prepare school counselors to meet the ever-changing needs and challenges of students, families, schools and communities. School counseling supervisors should have the following qualifications:

- A minimum of a master's degree in school counseling or related profession with equivalent qualifications, including appropriate certifications and/or licenses
- A minimum of two years of professional experience within school counseling
- Relevant training in school counseling supervision

Planned Professional Development Events

To ensure that the candidate is trained to conduct the expected work of the SCCG and ultimately become a licensed school counselor, the SCCG program requires anyone hired by an education provider to participate in professional development events that appropriately prepare the candidate for licensure.

Plan for candidate licensure during the grant cycle.

SCCG requires education providers to ensure the candidate obtains a Temporary Educator Eligibility (TEE) or Special Services Intern license from CDE to protect students and education providers from instances of misconduct and for liability purposes. The licensure process with CDE requires a background check and a review of candidate transcripts to ensure appropriateness; the CDE licensing staff ([info here](#)) is available to assist with navigating options for schools and candidates.

Assurances

The assurances form must be completed and approved before utilizing SCCG funds for FTE associated with individuals working towards school counseling licensure. The assurances form must be completed and reviewed each year of the SCCG. Please complete the SCCG Hiring Assurances form [linked here](#) to provide further information to SCCG program staff to guide the mutual decision making process. Once this is completed, you will receive confirmation from program staff with any additional questions or a confirmation of an approved request as soon as possible. **Do not utilize SCCG funds for unlicensed school counselor FTE until approval has been confirmed.**

For further information or questions please contact SCCG program support at:

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