

Principles of NCTSC Training

Our training program rests on three essential principles. These principles apply to both the trainers delivering the modules as well as the school counselors participating in the workshops:

1. Commitment to diversity and multiculturalism is essential.

Knowledge of the changing demographics of the school district is a key factor in understanding and removing barriers to academic success for all student groups.

2. Technological competency is crucial to the success of school counselors.

Technology skills are critical for accessing and presenting data to advocate for systemic changes that will benefit all students.

3. Accountability for the work of school counselors needs to be included in school counseling programs.

School counselors must collect and use data that link school counseling programs to students' academic achievement.

School Counselors Working for Social Justice

Educational equity in a democratic society requires that all children have equal access to high-quality teaching and curricula—and all the support they need to succeed. But gaps in opportunity and achievement remain unacceptably wide.

Transformed school counselors feel challenged by the principles of social justice to ensure that all students have access to a high-quality education. They know that merely doing the same thing for all students does not ensure equity.

Transformed school counselors work for systemic change to help schools better meet student needs. That means giving the most help to those who need it the most.

Goals of NCTSC Professional Development

- 1 Help participants grasp the critical role of school counselors in education reform, so they can contribute effectively to the mission of schools: educating all students to high levels.
- 2 Challenge participants to examine their personal beliefs systems to learn how their own actions affect students.
- 3 Provide participants with the knowledge and skills needed to implement the ASCA National Model for School Counseling Programs.
- 4 Help participants work systemically and individually in leadership, advocacy, and teaming and collaboration and to use data to help schools achieve educational equity and excellence for all students.

FOR FURTHER INFORMATION, CONTACT

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The Education Trust



Professional Development for School Counselors



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NCTSC
National Center for Transforming School Counseling

The National Center for Transforming School Counseling (NCTSC) works to advance the school counseling profession's central role in ensuring educational equity for all students.

NCTSC provides professional development for practicing school counselors, giving them the leadership, advocacy, teaming and collaboration, systemic change, and data skills they need to ensure all students graduate ready for success in college and a career.

NCTSC's professional development prepares school counselors to eliminate the barriers to access and equity for all students.

Participants develop and implement an advocacy action plan in their building or district. In addition, they create data-driven school counseling activities designed to show how school counseling contributes to student academic success. The program concludes with a session in which school counselors present the data from their counseling activities and advocacy project action plans. We provide technical assistance throughout the training to help participants implement their work.

School administrators and counselors need to work together to create systemic change. That's why we ask school principals to attend the first half-day of the training and work with their school counselors to implement an advocacy project.

NCTSC training has five components:

- working as leaders to promote access and equity for all students,
- using data to change policy and practice,
- designing a school counseling program to help all students meet high standards,
- advocating for systemic change, and
- using results to drive next steps.

NCTSC Training and the ASCA National Model

NCTSC and the American School Counselor Association (ASCA) collaborated to integrate the ASCA National Model: A Framework for School Counseling Programs into our professional development.

That model provides the structure to implement a comprehensive developmental counseling program.

NCTSC professional development goes beyond implementing the ASCA National Model. Using the skills learned in these workshops, school counselors can help all students to access, equity, and success.

Principal and Central Office Staff Training

For school counselors to increase student achievement, principals and key central office staff must understand and support the appropriate role of the school counselor.

Thus, a component of NCTSC professional development is a training and coaching component that will help administrators understand the work the counselors will be performing in the program. We will share information with principals throughout the process and indicate ways principals can support their transformed school counselors.

The Training Process

This professional development takes place over a period of two to three academic years. All school counselors in a district participate in the training. Typically, a full-day workshop occurs every 8–10 weeks during the first academic year. "Homework" is assigned at each training session, and results are reported at the following session. We provide technical assistance throughout the process to help school counselors address any difficulties they encounter as they implement the knowledge and skills learned during training.

By the end of the professional development experience, participants present data demonstrating how student achievement has improved because of school counseling program activities aligned with the school's academic achievement goals. In addition, they report how reformed policies and practices help the school better meet student needs.

