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The School Counselor and Supervision

(Adopted 2021; 2026 draft)

ASCA Position

School counselors engage in quality supervision during their training and professional practice to enhance the implementation of the school counseling program. Supervision by individuals who have a background in school counseling and supervision training enhances school counselors' professional growth and leadership development in their roles as practitioners and potential supervisors.

The Rationale

School counselors, including those in training, engage in supervision as part of their ethical and professional responsibility to support the delivery of school counseling programs that promote academic, career and social/emotional development for each and every student (ASCA, 2025a, 2025b). Supervision is distinct from administrative evaluation and is grounded in professional standards that prioritize student welfare, ethical practice and continuous improvement.

School counselors pursue consultation and supervision in their school counseling training program and throughout their professional career to strengthen their school counseling skills and remain culturally supportive and ethically compliant (ASCA, 2019, 2020, 2022). Supervision provides opportunities for school counseling students, novice school counselors and experienced school counselors to develop and refine the skills required to address the needs of each and every student (Bultsma, 2021). Supervision is also helpful in adapting to changing cultural, developmental and environmental demands.

School counseling ethical and professional standards highlight the need for school counselors to seek supervision and training as supervisors (ASCA, 2019, 2020). Effective supervision draws on supervision models specific to school counseling, ethics, social justice, professional development, leadership, advocacy and other professional roles such as gatekeeping (ASCA, 2019, 2020, 2023; Hilts & Levy, 2025). Trained school counseling supervisors provide necessary professional development that supports school counselors and school counseling students to be well-prepared, skilled

41 and competent practitioners (Bernard & Goodyear, 2019; Brown & Carrola,
42 2022).

43

44 **The School Counselor's Role**

45 Effective school counselor supervision is an intensive, interpersonally
46 focused, individual or small-group intervention delivered by a more senior
47 member of the profession to a junior member to facilitate continued
48 professional growth (Bernard & Goodyear, 2019).

49

50 School counselors who serve in a supervisory role:

- 51 • establish expectations and structures that support supervisees' active
52 engagement and meaningful participation in the supervision process,
53 recognizing supervision as a collaborative and developmental
54 professional practice (Miserentino & Hannon, 2022).
- 55 • maintain appropriate credentialing and demonstrate expertise in
56 school counseling (ASCA, 2019, 2022)
- 57 • provide supervision grounded in school-counseling-specific knowledge,
58 including the appropriate role and scope of school counseling practice
59 (Bledsoe et al., 2021)
- 60 • promote the implementation of school counseling programs aligned
61 with the ASCA National Model[®] (ASCA, 2022, 2024)
- 62 • model ethical decision-making and ensure adherence to the ASCA
63 Ethical Standards for School Counselors (ASCA, 2022)
- 64 • serve as gatekeepers to protect students and uphold the integrity of
65 the profession (Bledsoe et al., 2021)
- 66 • engage in ongoing professional development (ASCA, 2025a; Mecadon-
67 Mann & Tuttle, 2023; Um & Bardhoshi, 2024)
- 68 • remain current on school counseling research, trends and best
69 practices (Taylor et al., 2023)

70

71 School counselors who serve as site supervisors or mentors uphold
72 standards of integrity, leadership and professionalism while supporting
73 supervisees. In alignment with ethical standards, supervisors collaborate
74 with school counselor preparation programs to promote supervision practices
75 that are developmentally appropriate, culturally responsive and consistent
76 with professional expectations (ASCA, 2019, 2022).

77

78 School counseling supervisors must have the following qualifications:

- 79 • school counseling licensure or certification with an understanding of
80 school counseling programs and school counselors' ethical practices
- 81 • a minimum of two years of professional experience within school
82 counseling
- 83 • relevant training in school counseling supervision

84 (ASCA, 2022; Neyland-Brown, et al., 2019)

85 **Summary**

86 School counselor supervision supports the ongoing personal and professional
87 development of practicing school counselors and school counseling students
88 in the knowledge and skills required to deliver effective school counseling
89 programs. Supervision focuses on the development of school counseling
90 skills and the integration of school counselor standards and competencies in
91 practice. School counselor supervisors have the appropriate background,
92 experience and training needed to prepare school counselors to meet the
93 needs and challenges of students, families, schools, colleagues and
94 communities.

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