



Media Contact

Kathleen Rakestraw

krakestraw@schoolcounselor.org

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ASCA Releases 2025 State of the Profession Report

ALEXANDRIA, VA – The American School Counselor Association (ASCA) has released the 2025 State of the Profession report, a comprehensive national study examining the current realities, challenges and strengths of school counseling programs across the United States. The report reflects data from more than 6,200 practicing school counselors and provides an updated picture of the profession five years after ASCA’s inaugural 2020 study.

Conducted in fall 2025, the survey captures critical insights into school counselor demographics, daily responsibilities, program alignment with the ASCA National Model®, student-to-school-counselor ratios, job satisfaction and emerging issues shaping school counseling practice. For example:

- **Workload and role clarity remain major challenges.** Fifty-nine percent of school counselors report being assigned inappropriate duties, and 54% cite high caseloads as a significant challenge – pressures that limit time for direct student services.
- **Programs largely remain aligned to the ASCA National Model®.** Eighty-two percent of respondents report using data-informed decision-making, and 79% deliver instruction systematically to all students.
- **School counselors continue to focus on direct student services.** School counselors spend an average of 57% of their time in direct student services, including an average of 27% of their time in counseling, 17% in instruction and 13% in appraisals and advisement, and 15% of their time on indirect student services, including referrals, consultation and collaboration.
- **Retention pressures persist.** Although 66% of school counselors are satisfied with their role, 22% anticipate leaving the profession within five years, primarily due to retirement or burnout.

“Despite mounting demands, school counselors remain a stabilizing force for students and schools,” said Jill Cook, CAE, ASCA executive director. “The 2025 data reminds us that when school counselors are empowered to do the jobs they are trained for, student outcomes improve. As barriers are removed, school counselors can focus on what students need most.”

The report highlights notable shifts from the 2020 findings, including increased policy-related pressures, modest declines in perceptions of role clarity among key education partners and measurable changes in district diversity, inclusion and access efforts. At the same time, alignment with core components of the ASCA National Model® and commitment to student achievement remain strong.

The report also shows that when school counseling programs are grounded in the ASCA National Model® – and when school counselors are supported by school administrators – both job satisfaction and student outcomes improve.

The full ASCA Research Report: State of the Profession 2025 is available at: <https://bit.ly/2025-state-of-the-profession>.

About the American School Counselor Association

The American School Counselor Association (ASCA) is a nonprofit, professional organization based in Alexandria, Va. ASCA promotes student success by expanding the image and influence of school counseling through leadership, advocacy, collaboration and systemic change. ASCA helps school counselors guide their students toward academic achievement, career planning and social/emotional development to help today’s students become tomorrow’s productive, contributing members of society. Founded in 1952, ASCA has a network of 53 state and territory associations and a membership of more than 40,000 school counseling professionals. For additional information about the American School Counselor Association, visit schoolcounselor.org.