School Counselors
Leading the Way

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School Counselor = Leader WHY?

- Natural Leaders based on the qualities of school counselors
- The need for ADVOCACY
- Growing your school counseling department
- Improving Student Learning and growth
What makes a good leader?

Think, Pair, Share

1) talk with a neighbor for a couple of minutes about what you see as qualities of a good leader.

2) In what way do you see these qualities in yourself?
What makes a good leader?

- **Self awareness**
  - Emotional self-awareness
  - Accurate self-assessment
  - Self-confidence

- **Self management**
  - Self-control
  - Transparency
  - Adaptability
  - Achievement
  - Initiative
  - Optimism

- **Social awareness**
  - Empathy
  - Organizational Awareness
  - Service

- **Relationship management**
  - Inspiration
  - Influence
  - Developing Others
  - Change Catalyst
  - Conflict Management
  - Teamwork & Collaboration

Source: Primal Leadership: Learning to Lead with Emotional Intelligence by Daniel Goleman, Richard Boyatzis, & Annie McKee
## Where do you fall within these qualities?

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<tr>
<th>School Counselor Leadership Survey</th>
<th>Yes</th>
<th>No</th>
<th>In Progress</th>
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<tr>
<td><strong>Accomplish Goals with Certainty</strong></td>
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<td><strong>Find resources to secure what is needed to improve services for all students</strong></td>
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<td><strong>Advocate for marginalized students</strong></td>
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<td><strong>Share innovative ideas</strong></td>
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<td><strong>Actively work with stakeholders to implement comprehensive school counseling programs</strong></td>
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<td><strong>Remain positive when faced with barrier impeding student success</strong></td>
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<td><strong>Can persuade others to gain buy-in</strong></td>
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<td><strong>Accomplish goals that have systemic impact</strong></td>
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<td><strong>Ask for help to advocate on behalf of students and parents</strong></td>
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<td><strong>Have confidence in ability to lead</strong></td>
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Do You Have a Leadership Mindset?

- Take the quiz

Questions to also ask yourself...

- How do you advocate for yourself/position & your department?
- How do you convey your ideas for improving student success?
- How do others view your role within the school? Do they view you as a leader?
StrengthsFinder 2.0 by Don Clifton

- **34 Themes and Ideas for Action**
- **4 Domains**
  - **Executing** - How do you make things happen?
  - **Influencing** - How do you influence others?
  - **Relationship Building** - How do you build and nurture relationships
  - **Strategic Thinking** - How do you absorb, think about, and analyze information and situations?
- **Board Results**
Building Level - School Counselor

- The School Counselor as a leader...
  - Resourceful Problem Solvers
  - Systemic Collaboration
  - Interpersonal Influence
  - Social Justice Advocacy
  - Professional Efficacy

Source: Building Level Leadership by Anita Young, Ph.D.
Building Level - Director/Dept. Chair

Advocating for:

- Reasonable ratios
- Meaningful professional development
- Appropriate counseling duties (and time to do them!)
- School counselor in all school vocabulary and printed materials
- Comprehensive School Counseling Program K-12

Providing education for parents, students, administrators, and building and district staff on the role of the school counselor
District Level

- Advocacy
- Presenting to Administrators and BOE
- Collecting Data & Using it to grow programs
- Committees you can be a part of (prof dev, safety, interviewing for admin/central office)
- Union Leadership
State Level

Getting involved with the CSCA...

- Governing Board
- Committees
- Advocacy - written and oral testimony regarding government/state issues
National Level

- Voting Delegates
- Presenting at ASCA Conference and/or LDI
- ASCA Committees (by-laws, position statements, ethics)
- ASCA Board
Where do you go from here?

After today’s workshop consider...

- What your leadership style & strengths are
- What is one thing you can do to show that you are a school counseling leader?