

# Enhancing the School Counselor - Administrator Partnership



Washington Office of Superintendent of  
**PUBLIC INSTRUCTION**



**Hatching Results**<sup>®</sup>

# Your Presenter

Hello

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Chief of Staff & Professional Learning Specialist, Hatching Results

- Co-author - [\*Hatching Results for Elementary School Counseling \(2018\)\*](#) & [\*Hatching Results for Secondary School Counseling \(2019\)\*](#)
- Former school counselor, school counseling grant project director, RAMP recipient, graduate-level adjunct faculty, & AVID Staff Developer for school counseling strand
- Past-President of the California Association of School Counselors
- Education leadership doctoral graduate (Ed.L.D.) from Harvard University



**I was involved in Michelle Obama's Reach Higher Initiative,  
participating in all national convenings!**

# Lesson Objectives

*By the end of this lesson, you will be able to:*

- Identify characteristics of an effective school counselor - administrator partnership
- Analyze your current relationship with your administrator for strengths & areas for improvement
- Utilize the *Enhancing the Administrator-School Counselor Relationship Toolkit* to continue developing a positive relationship with your administrator

# Think Back...

Think back to a positive relationship you've had with someone in an authority role (supervisor, teacher, etc.)...

★ What made the relationship positive?

★ What did YOU do to help make this relationship positive?

**Consider how these same strategies can support a positive relationship with your administrator!!**

# 10

## Characteristics of an Effective Principal-Counselor Relationship\*

1. Open communication that provides multiple opportunities for input to decision making
2. Opportunities to share ideas on teaching, learning and schoolwide educational initiatives
3. Sharing information about needs within the school and the community
4. School counselor participation on school leadership teams
5. Joint responsibility in the development of goals and metrics that indicate success
6. Mutual trust between the principal and school counselors
7. A shared vision of what is meant by student success
8. Mutual respect between the principal and school counselors
9. Shared decision making on initiatives that impact student success
10. A collective commitment to equity and opportunity

\* The questions on the national survey of principals and counselors, including the characteristics of effective principal-counselor relationships, were suggested by experts at the College Board, ASCA and NASSP. While this is not an exhaustive list and there may be additional important characteristics of these relationships, all 10 presented here were endorsed by both principals and counselors as important characteristics of an effective principal-counselor relationship.

# Research says...

**BOTH** Admin  
& Counselors  
selected  
**1 & 8**  
BUT...

Which do YOU think is  
most important to  
**SCHOOL COUNSELORS?**  
**ADMINISTRATORS?**

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# Research says...

**Key Finding:** Principals and counselors agreed about which elements are most important in the principal-counselor relationship for improving student outcomes.

Both principals and counselors ranked **communication** and **respect** as the two most important elements in the principal-counselor relationship. Principals most frequently gave communication the highest ranking while counselors most frequently gave respect the highest ranking.

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# Research says...

**Key Finding:** When giving examples of what they meant by good communication and high levels of respect in their later responses to the survey's open-ended questions, principals and counselors tended to focus on different things.

- Principals more often mentioned the quality of the communication while counselors more often mentioned the frequency of the communication.
- Principals more often mentioned respect for their vision and goals while counselors more often mentioned personal respect for themselves and their expertise.

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# Consider your own counselor-administrator relationship...

Which elements are the ***strongest***?

Which elements might you want to ***improve***?



# Practices that Led to Trust and Respect

- Successful principal-counselor teams *focus on student achievement* .
- Successful teams *study data* to understand issues concerning their students.
- The teams use their limited communication opportunities to discuss and implement *solutions to problems* .
- These professionals *support one another at all times* ; the principals give the counselors a great deal of latitude and support, and the counselors do not challenge the principal in public.
- *Regular and efficient communication* , even about the most difficult issues (including setting consistent meeting times).
- Establish *patterns of always following up* with what they've been assigned or have said they will do so that there is no need for micromanaging.

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**Finding a Way:** Practical Examples of How an Effective Principal-Counselor Relationship Can Lead to Success for All Students



### Finding a Way

Practical Examples of How an Effective Principal-Counselor Relationship Can Lead to Success for All Students

[From Finding a Way](#)

# There's a toolkit to help!

- A Unifying Purpose: Equity as Bedrock
- Articulating Purpose, Vision, & Mission
- Effective Communication
- Ensuring Equity: Assessing Context & Capacity
- Cultivating Trust & Respect
- Leadership, Part I: Collaborating & Sharing Decision Making
- Leadership, Part II: Advancing Student Achievement
- Supporting a New Principal or New School Counselor
- Continuous Improvement & Advanced Practices



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## Enhancing The Principal–School Counselor Relationship: A Toolkit

COLLABORATING FOR EQUITY AND STUDENT OUTCOMES

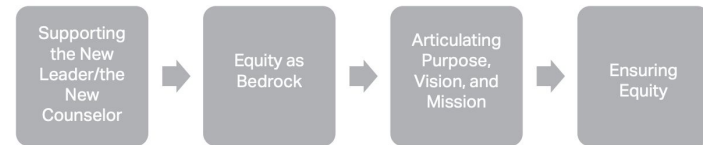


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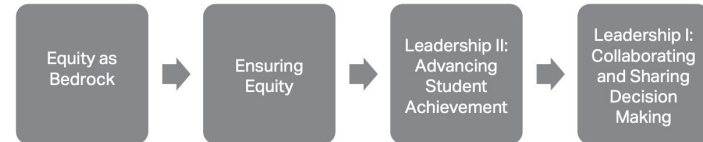
# Activity

1. Review the Toolkit Sequencing Options (on the right & on page 7) & consider which sequence would best fit your current needs.
2. Within the toolkit, find the first section recommended by the sequence.
3. Review the section & choose ONE activity to further enhance your counselor-administrator relationship.
4. Complete the activity with your administrator.\*

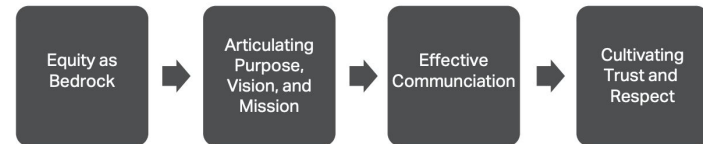
If your school has a new principal/new school counselor:



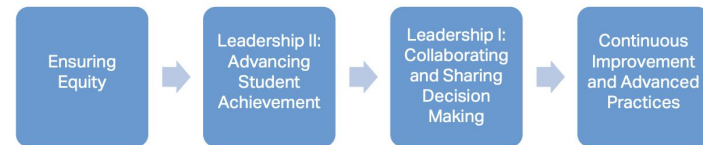
If you are concerned with opening/closing the academic year (annual data focus):



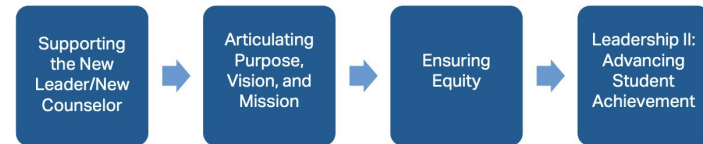
If your focus is opening/closing the academic year (annual relationship focus):



If you are working together as veteran school counselors and veteran leaders:



If you're interested in promoting counselors as leaders:



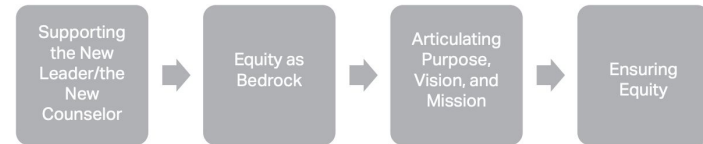
**\*NOTE:** Arrange a time to meet with your administrator to complete this activity, sharing the purpose of the activity as listed in the toolkit & allowing time for any individual reflection & collaborative discussion needed.

# Activity

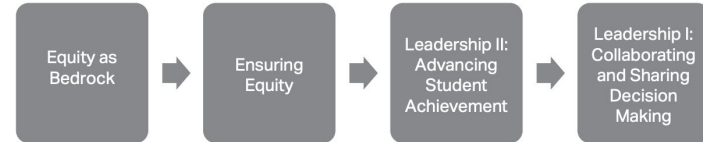
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\*ADDITIONAL SUGGESTION: Build a new activity into monthly school counselor - administrator meetings :)

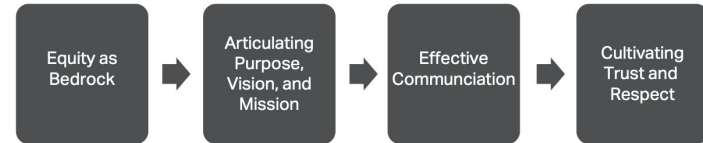
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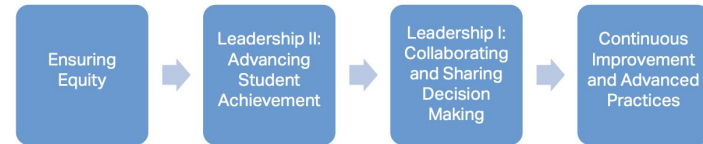
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