

Possible Guiding Questions: Conversations Between Principals and Teachers

ROLE: School Counselor

This document utilizes the components within the Danielson Framework for Teaching to provide possible guiding questions for conversations that occur between a principal and teacher. Note that a few of the guiding questions also provide linkages to the Framework for Leadership in order to establish a level of connectedness among the two frameworks.

Please note: The questions identified here are provided to spur some thoughts as to the individual conversations that occur between a principal and teacher. The actual conversations that occur should be determined locally. It is not mandatory to use these questions, nor should they be viewed as a “checklist” to be followed. They are provided solely as a resource.

Domain 1: Planning and Preparation

1a: Demonstrating Knowledge of Counseling Theory, Best Practice, and Techniques

Possible Guiding Questions:

- How does your program interface with the ASCA National Standards?
- What theoretical framework in counseling do you intend to apply in this instance?
- What student outcomes do you expect from this activity?

1b: Demonstrating Knowledge of Child and Adolescent Development

Possible Guiding Questions:

- How do you ensure that your program is differentiated and developmentally appropriate?
- In planning for your program, how do you adapt to the varying needs of your students?
- Tell me what your greatest challenges are in meeting the needs of all students.

1c: Setting Instructional Outcomes and Goals for Comprehensive School Counseling Services

Possible Guiding Questions:

- What data are you using to establish your outcomes/goals?
- How do you plan your activities to achieve your goals?
- How do you involve students in the goal setting process?
- How do you use your evaluation outcomes to improve your school counseling services?

1d: Demonstrating Knowledge of Resources

Possible Guiding Questions:

- What evidence-based programs are you using?
- How do you collaborate with stakeholders to identify and locate resources?
- What are your “go to” resources?

1e: Designing Coherent Service Delivery and School Counseling Program

Possible Guiding Questions:

- How do you collaborate within the school community to design your school counseling program?
- How do you integrate support services into your program?
- How do you utilize the ASCA National Model in designing a coherent program of services?

1f: Designing and Implementing Student Assessments

Possible Guiding Questions:

Domain 1: Planning and Preparation

- How do you use multiple forms of assessment to measure student outcomes?
- Before you design your program how do you use assessment data to establish student outcomes?
- How do you work with other stakeholders to use the assessment to develop intervention strategies?
- Explain the ways in which you provide students with feedback concerning their progress toward their identified goals.

Domain 2: The Environment

2a: Creating an Environment of Respect and Rapport

Possible Guiding Questions:

- How do you model respect and rapport for all students and staff?
- How do you see your modeling of respect and rapport influencing student behavior?

2b: Supporting a Culture for Positive Mental Health and Learning

Possible Guiding Questions:

- How do you demonstrate that you have high expectations for your students?
- How have you contributed to the establishment of a positive culture of learning within your school system?
- How do you collaborate with faculty to ensure that strategies and supports are in place for student success?

2c: Managing Procedures

Possible Guiding Questions:

- How have you incorporated an understanding of student responsibility into your procedures?
- How do you ensure the most effective use of your time in providing services?

2d: Managing Student Behavior

Possible Guiding Questions:

- How does your management program take into account child development theory?
- How do you exhibit respect for students while refusing to accept negative behavior?

2e: Organizing Physical Space

Possible Guiding Questions:

- How do you make the best use of your physical space when delivering services to students?
- Does your use of physical space promote your role as a counselor?
- Is your physical space arranged to promote confidentiality when working with students and others?

Domain 3: Service Delivery/Delivery System

3a: Communicating Clearly and Accurately

Possible Guiding Questions:

- How do you check for student understanding when delivering services?
- What media do you use to communicate with your stakeholders?
- How do you view your role in communicating with stakeholders?

3b: Using Questioning and Discussion Techniques

Possible Guiding Questions:

- How do you employ questioning and discussion techniques to improve your students' understanding?
- How do you encourage students to ask questions?
- Are you comfortable with permitting open discussion in a student group?

3c: Engaging Students in Learning and Development

Possible Guiding Questions:

- What strategies do you employ to ensure that all students are actively engaged in the activity you are conducting?
- How do you identify and address the role a student may be playing in a group activity?

3d: Using Assessment in Delivery of Academic, Career and Personal Social Development Services

Possible Guiding Questions:

- How do you use assessment in program planning and overall student planning?
- What methods of assessment do you regularly use to monitor student progress?

3e: Demonstrating Flexibility and Responsiveness

Possible Guiding Questions:

- How do you respond when a student challenges your presentation?
- How do you demonstrate flexibility when a student(s) does not appear to be responding to your presentation?
- When results are unfavorable or unexpected how do you modify your approach?

Domain 4: Professional Development/Professional SC Responsibilities/Ethical Standards

4a: Reflecting on Professional Practice

Possible Guiding Questions:

- How do you employ evidence-based methodology to improve practice?
- Give an example of how you have modified your program due to reflecting upon prior performance?

4b: Maintaining Accurate And Confidential Records

Possible Guiding Questions:

- How do you share individual as well as overall progress to promote system change?
- Provide examples of how your records management system supports the requirements of FERPA.
- How can your management of the records system support program, improvement?

4.c Communicating with Stakeholders

Possible Guiding Questions:

- How do you manage difficult situations involving family members?
- How can you deliver bad news and still maintain a working relationship?
- How do you maintain appropriate boundaries between your professional and personal relationships with families?

4d: Participating in a Professional Community

Possible Guiding Questions:

- On what committees or task forces for school improvement are you currently serving?
- How do you view your role and/or relationships within your building and inform the faculty of your appropriate role?

4e: Growing and Developing Professionally

Possible Guiding Questions:

- How do you view professional development?
- What professional development activities have you participated in during the past year?

4f: Demonstrating Professionalism

Possible Guiding Questions:

- To what professional organizations do you belong?
- Are you knowledgeable of the ethics of your profession?