

- Policy Number: 455
 - Policy Name: Counselling Standards and Qualifications (revision #2)
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Counselling Standards & Qualifications

School District # 64 (Gulf Islands) recognizes the importance of ensuring that well-qualified, skilled personnel are performing the guidance and counselling functions within its schools. To this end, hiring practices will reflect the Standards and Qualifications proposed by the B.C. School Counsellors' Association and the training and abilities deemed essential by the School Board for quality service delivery.

Guidelines pertaining to the pre-requisite qualifications, experience, and attributes applicable to personnel providing formal counselling services within the district's elementary and secondary schools are identified below.

QUALIFICATIONS*:

- Master's Degree in Counselling Psychology, or equivalent
- Professional Teacher Certification
- Successful Teaching Experience

ATTRIBUTES:

- Excellent Communication and Interpersonal Skills
- Consultative and Collaborative Planning Skills
- Organizational Ability
- Demonstrated Commitment to Professional Development

EXPERTISE IN A NUMBER OF RELATED AREAS:

It is expected that a counsellor will demonstrate current and broadly based knowledge in specific areas. Expertise in a number of the areas listed below would be anticipated.

Child and Adolescent Development	Behaviour Change Techniques
Exceptional Students	Community Support Services
Career Development and Trends	Standardized Test Interpretation
Group Facilitation Methods	Freedom of Information/Privacy Rights
Affective Education Programs	

An understanding of the complexity and diversity of issues which are impacting on students and negatively influencing outcomes, and the training and ability to deal effectively with these issues on behalf of students either as a change agent or as a referral agent, is expected of counselling personnel. Awareness of factors associated with a number of the following issues would be anticipated:

Self-esteem	Divorce, Separation, Loss	Human Sexuality	Depression
Motivation	Child Abuse	Family Systems	Stress Management
Loneliness	Substance Abuse	Learning Dysfunctions	Multiculturalism

* *Persons assigned to counselling positions under special circumstances, who have not yet obtained the qualifications as specified herein, will commit to completing an appropriate formal program of studies within four (4) years of appointment to the position. Such persons will demonstrate the appropriate knowledge base, personal attributes and skills to satisfactorily perform assigned responsibilities.*