



# The Characteristics of Effective Counseling Residency Programs



## 1. Equitable Systems

All levels of residency work attend to equity in both theory and practice. Equity is embedded at every level of residency work, with data continuously used to reflect, improve, and guide decisions.



## 3. Operational Sustainability

The residency system is operationally sustainable including both human and financial capital. Data-driven short- and long-term personnel and financial goals are supported through ongoing analysis of program needs, workflow and multi-generative streams of income.



## 5. Effective Recruitment & Retention Processes

Data-driven analysis is used to determine specific LEA hiring needs so that the recruitment of resident candidates reflects the LEA's and the community's unique diversity goals. Programs use data to support the needs of pre- and in-service residents to support retention in the field.



## 7. Coursework and Professional Learning

Coursework and professional learning opportunities are grounded in a shared vision and mission and tailored to the needs of the learning community, centering equitable pedagogy and practice. Resident learning experiences are tightly integrated with clinical practice/fieldwork.



## 9. Integrated Learning Communities

Learning communities may consist of residents, mentor school counselors, LEA and IHE personnel who support and learn from one another. Resident and student data drive learning community content. Programs share and learn from other residencies based on regional and program similarities.



## 2. Collaborative Partnership

Mission and goal aligned partnerships between local educational agencies (LEAs), accredited credentialing institutions, Institutes of Higher Education (IHEs) such as CSUs, and other organizations are based in mutual commitment to a shared vision of program outcomes and includes equitable systems to support the residency.



## 4. Use of Assorted Data Sources to Inform Ongoing Program Improvement

Formative and outcome data, with emphasis in equitable outcomes, are collected, analyzed, and used for continuous improvement.



## 6. Yearlong Resident Clinical Practice/Fieldwork

Residents participate in all aspects of the school community for at least one full academic year of rigorous clinical practice/fieldwork for residents alongside an accomplished mentor school counselor.



## 8. Culturally Responsive Mentorship

All residents are mentored by mentor school counselors selected by a number of rigorous standards as determined by the LEA and IHE. Mentor school counselors receive ongoing training in culturally sustaining pedagogy, supervision, and methodology.



## 10. Support Beyond Certification

Residents are supported through professional learning and leadership training post residency. Employment plans are integrated into the end of clinical practice/fieldwork including ongoing connections with the learning community, leadership roles, and access to wellness and professional sustainability supports.