

Effective Administrator-Counselor Relationship Self-Assessment Tool

1. On a scale from 1-5 (1=not important, 3=moderately important, 5=very important), how important is each characteristic in an effective administrator-counselor relationship?

2. On a scale from 1-5 (1=not present, 3=moderately present, 5=extremely present), please rate the extent to which each characteristic is present in your building in the relationship between the administration and the counselor(s).

Characteristic	COUNSELORS				ADMINISTRATORS			
	Importance	Presence	GAP	# who agree a gap exists	Importance	Presence	GAP	# who agree a gap exists
1 Open communication that provides multiple opportunities for input to decision making.	5	2.75	2.25	3	4.75	4	0.75	2
2 Opportunities to share ideas on teaching, learning, and schoolwide educational initiatives.	4.5	2.75	1.75	3	4.5	3.25	1.25	3
3 Sharing information about needs within the school and community.	5	3.5	1.5	3	5	3.75	1.25	3
4 School Counselor participation on school leadership team.	4.75	3.75	1	3	4.75	4.5	0.25	1
5 Joint responsibility in the development of goals and metrics that indicate success.	4.25	3	1.25	2	5	3.75	1.25	3
6 Mutual trust between the principal and school counselors.	5	3.75	1.25	2	5	4	1	3
7 A shared vision on what is meant by student success.	5	4	1	3	4.75	3.75	1	2
8 Mutual respect between the principal and school counselors.	5	4	1	2	5	4.5	0.5	1
9 Shared decision making on initiatives that impact student success.	4.75	3	1.75	4	4.75	3.5	1.25	3
10 A collective commitment to equity and opportunity.	5	4.75	0.25	1	5	4.5	0.5	1

Reflective Questions for Admin and Counselors to help work toward bridging the Importance-Presence Gap:

1	What is the biggest barrier to effective collaboration between counselors and principals in terms of education reform efforts?
2	If you could change one thing about the relationship between the principal and counselors in your school that would lead to an improvement in education reform efforts, what would you change?
3	What do you think is the most important role of the principal in education reform efforts?
4	What do you think is the most important role of the counselor in education reform efforts?