

## 1 **The School Counselor and Discipline**

2 (Adopted 1989; revised 1993, 1999, 2001, 2007, 2013, 2019)

### 4 **American School Counselor Association (ASCA) Position**

5 School counselors have specialized training and skills in promoting appropriate student behavior  
6 and preventing disruptive student behavior. School counselors are not disciplinarians but should  
7 be a resource for school personnel in developing individual and schoolwide discipline  
8 procedures. School counselors collaborate with school personnel and other stakeholders to  
9 establish policies encouraging appropriate behavior and maintaining safe schools  
10 where effective teaching and learning can take place.

### 12 **The Rationale**

13 Disruptive student behavior is one of the most serious, ongoing problems confronting school  
14 systems today (Diliberti, Jackson, & Kemp, 2017). Research suggests such behavior negatively  
15 affects classroom learning and school climate (Kremer, Flower, Huang, & Vaughn, 2018). To  
16 establish and maintain safe and respectful learning environments, school systems must employ  
17 adequate mental health personnel and seek effective discipline programs with the commitment  
18 and input of all school personnel, including school counselors (Cowan, Vaillancourt, Rossen &  
19 Pollitt, 2013). To most effectively promote student achievement and development, school  
20 counselors must maintain strength-based relationships with students and, therefore, are not  
21 involved in administering discipline. The school counselor should be, by policy, designated as a  
22 neutral and resourceful consultant, mediator and student advocate.

### 24 **The School Counselor's Role**

25 School counselors promote positive student behaviors to create a safe, effective learning  
26 environment for all students. It is not the school counselor's role to mete out punishment but  
27 instead to help create effective behavior change focused on positive, healthy behaviors. Within  
28 multitiered systems of support, school counselors:

- 29 • Promote wellness and lead prevention efforts to create safe and supportive  
30 school climates
- 31 • Lead individual and small-group counseling that encourages students to make positive  
32 behavior choices and accept responsibility for their actions
- 33 • Consult with families, teachers, administrators and other school personnel to understand  
34 developmentally appropriate student behavior and promote positive student behavior
- 35 • Design and implement positive behavior and intervention support plans for individual  
36 students in collaboration with classroom teachers and other school behavior specialists
- 37 • Collaborate with school stakeholders to develop, implement and maintain a  
38 developmentally appropriate schoolwide discipline program
- 39 • Serve as a mediator for student/student, student/teacher and student/family conflicts
- 40 • Coordinate and facilitate programs (mentor, peer support, conflict resolution and anger  
41 management programs) to assist students in developing pro-social behaviors
- 42 • Provide staff development on classroom management, student behavior and discipline  
43 strategies such as trauma-sensitive approaches (Reinbergs, & Fefer, 2018), restorative  
44 practices (Smith, 2017) and emotional regulation of adults and students (Bowers,  
45 Lemberger-Truelove & Brigman, 2017)
- 46 • Keep informed of school, district and state policies related to student discipline

- Advocate for best practices for schoolwide discipline, including ensuring objective and equitable disciplinary practices

## Summary

School counselors have specialized training and skills in promoting appropriate student behavior and preventing disruptive student behavior. School counselors maintain nonthreatening relationships with students to best promote student achievement and development and serve as a resource for school personnel in developing individual and schoolwide discipline procedures. School counselors should be, by policy, designated as neutral and resourceful consultants, mediators and student advocates. It is not the school counselor's role to serve as an enforcement agent but rather a significant contributor to the development of the prevention and intervention programs through which problem behaviors are managed and positive behaviors are nurtured.

## References

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- Cowan, K. C., Vaillancourt, K., Rossen, E., & Pollitt, K. (2013). *A framework for safe and successful schools [Brief]*. Bethesda, MD: National Association of School Psychologists.
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## Resources

- Intervention Central: Your source for RTI resources, retrieved from <https://www.interventioncentral.org/>
- Institute of Education Sciences. *What Works Clearinghouse*. Retrieved from: <https://ies.ed.gov/ncee/wwc/>