

**Eastern Michigan University  
Department of Leadership and Counseling  
Graduate/Advanced Graduate Certificate Proposal**

**Post-Master's Certificate Program for School Counselor Licensure**

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**Elements of the Proposal**

- I. Rationale
- II. Description
  - A. Goals and Objectives
  - B. Program
  - C. Admission
  - D. Projections
- III. Assessment
- IV. Budget

## **I. Rationale**

Largely because of severe shortages of school counselors in Michigan, the past two years have brought dramatic changes in the credentialing requirements for school counselors. On April 15, 1999, the Michigan Department of Education approved an experimental program that created a two-tiered credentialing system for school counselors. On July 10, 2000, the Michigan Legislature passed into law Public Act 288. This law removed the requirement that school counselors hold a valid Michigan teaching certificate.

In order to assist the state in meeting our K-12 students' need for school counselors, universities across the state have the opportunity now to develop programs designed specifically for candidates who do not possess a teaching certificate. Thus far, the Counseling (COUN) faculty has approved one such program. This program is designed for candidates who do not possess a teaching certificate and who also do not possess an already existing master's degree in counseling. We have begun admitting very few students into this program.

We have, however, no program in place for individuals who already possess a master's degree in another area of counseling (e.g., community counseling). The qualifications of these individuals tend to exceed those of the students we are already admitting into the school counseling program. They already have a master's degree in counseling, they already have clinical experience in the field, and most already hold a full license as an LPC.

Partly because of the school counselor shortage and partly because of the new legislation allowing for non-teacher-certified school counselors, the school counseling program is in record demand. Individual faculty members and the department head have been receiving numerous telephone and email inquiries about taking coursework in order to qualify for the School Counselor License. This represents not only the extreme need in K-12 systems for qualified school counselors and the market demand of individuals willing to respond to this need, but an opportunity for EMU to be responsive to the state's need for school counselors and the COUN Program's opportunity to be responsive to EMU's call for increased credit hour production.

We therefore believe that a strong rationale exists to warrant the creation and vigorous marketing of a post-master's certificate program in school counseling.

## II. Description

### A. Goals and Objectives

The primary goals of the proposed post-master's certificate for school counselor licensure (SCL) are three-fold: (1) to provide a high quality training program designed specifically to assist counselors in gaining the competencies and credentials necessary to earn the School Counselor License in Michigan; (2) to respond to Michigan's need for additional school counselors; and (3) to increase credit hour production in the Counseling program.

Upon completion of this certificate program, students will demonstrate competency in the following areas:

- Human Development and Learning
- Assessment and Evaluation in Guidance
- Counseling and Group Guidance
- Educational and Career Planning
- Guidance Programs and Professional Knowledge
- Michigan Comprehensive Guidance and Counseling

## II. Description

### B. Program

Coursework: Students in the Post-Master's Certificate Program for Licensure as a School Counselor will take all coursework below. Please note that there is also a requirement of prerequisite or co-requisite coursework that must also be met.

#### Required Coursework

Course #	Course Title	Cr. Hrs.	Status
COUN 612	The School Counselor	2	Required
COUN 650	Organization and Administration of Guidance Services	2	Required
COUN 696	Seminar in School Counseling	2	Required
COUN 786-9	Internship in School Counseling (300-600 hours)*	2-4	Required
	Elective to be approved by adviser	4	Required
<b>Total Credit Hours</b>		<b>12-14 hours</b>	

\* For candidates who have already completed a 600 hour internship as part of their previous master's degree, only 300 hours of internship in a school setting will be required.

### Graduate Level Prerequisite or Co-requisite Coursework

If the student has not already completed the following coursework, the following classes must also be taken as part this post-master's certificate program. These requirements are necessary to ensure that this second route to becoming credentialed as a school counselor is substantially equivalent to our master's degree program in school counseling.

Course #	Course Title	Cr. Hrs.	Status
COUN 571	Cross-Cultural Counseling	3	Required
COUN 610	Theories of Counseling	3*	Required
COUN 622	Case Studies: Assessment and Intervention	3*	Required
Total Credit Hours		9 hours	

### Undergraduate Level Prerequisite or Co-requisite Coursework

If the student has not already completed the following coursework as an undergraduate, the following classes must also be taken within the first 12 credit hours of this post-master's certificate program. The student may enroll for graduate or undergraduate courses to meet this requirement.

Course #	Course Title	Cr. Hrs.	Status
	Human Development	2-3	Required
	Foundations of Education	2-3	Required
	Social Science	3-5	Required
Total Credit Hours		9 hours	

New Courses: No new courses will be needed for the implementation of this certificate program.

Anticipated Schedule of Course Offerings: The following tentative timeline and projected course schedule is proposed.

Spring 2003 Gain approval for certificate program  
Summer 2003 Market and promote the certificate program  
Fall 2003 Review applications and make admissions decisions  
Winter 2004 Students begin coursework, selecting from the following options.  
Required courses are identified with bolding.

<b>Semester</b>	<b>Course Offerings</b>
Winter 2004	COUN 571 SPGN 510
Spring 2004	<b>COUN 650</b> SPGN 510
Summer 2004	<b>COUN 610</b> <b>COUN 612</b> COUN 651 SPGN 510
Fall 2004	COUN 571 COUN 610 COUN 622 <b>COUN 696</b> <b>COUN 786-789</b> SPGN 510
Winter 2005	COUN 571 <b>COUN 612</b> COUN 622 <b>COUN 696</b> <b>COUN 786-789</b> SPGN 510
Spring 2005	COUN 610 <b>COUN 612</b> COUN 651 <b>COUN 786-789</b> SPGN 510
Spring 2005	<b>COUN 650</b> <b>COUN 786-789</b> SPGN 510

Typical Program of Study: A student entering this post-master's certificate program for school counselor licensure having completed all pre-requisite coursework (see above requirements for undergraduate and graduate level pre-requisites) could adhere to the following program of study:

- Spring 2004: COUN 650
- Summer 2004: COUN 612  
Elective
- Fall 2004: COUN 786-9 (300-600 hours)
- Winter 2005: Take MTTC Exam
- Summer 2005: Receive School Counselor Licensure  
Job Hunt
- Fall 2005: Employment as School Counselor

## II. Description

### C. Proposed Minimum Admissions Requirements:

EMU will admit a maximum of 20 students per year to this post-master's certificate program. Applicants will be considered on a competitive basis, with the following criteria representing minimum requirements for admission. To be considered for admission, candidates must provide evidence of each of the following criteria.

1. Applicants must have graduated from a regionally accredited institution of higher education with a master's degree in counseling within the past 15 years.
2. Evidence of academic aptitude for continued graduate-level study as evidenced by a graduate grade-point average of a 3.3 on their previously completed advanced degree.
3. International students must meet one or more of the following additional criteria:
  - a. A score of 550 (total) on the Test of English as a Foreign Language (TOEFL), a score of 230 on the Test of Spoken English (TSE), and a rating of 4.0 on the Test of Written English (TWE). (Additional coursework in composition may be required.)
  - b. A score of 80 on the Michigan English Language Ability Battery (MELAB) and a rating of at least 3.0 on the "Oral Interview" portion of the MELAB. (Additional coursework in composition may be required. These tests must have been taken within the past five years.)
4. Statement of Intent: A one-page statement focusing on the applicant's motivation and rationale for seeking admission to the program as well as his or her background and goals related to professional studies.
5. Resume: A focused, one-page summary of program relevant educational, career, and/or life experiences.
6. A minimum of two (2) years of documented work experience, the majority of which involves working with school-aged children or adolescents. This experience may consist of paid, professional roles or structured volunteer experiences in organized work settings and should represent the equivalent of at least 2 years of full-time work. The experience should be focused on improving the mental health, behavior, academic success or social skills of the children. Activities such as parenting, babysitting and day care do not qualify.

## **II. Description**

### **D. Projections**

Based upon the frequency of inquiries already received, we project an extremely high demand for this certificate program. Until July, 2000, only those individuals who already possessed a teaching certificate were eligible to work as school counselors. Because of this legal requirement, there were many students who enrolled in either the community or the college counseling programs (which do not require a teaching certificate) despite their initial desire to work as school counselors. Due to the requirement for the teaching certificate, these students compromised their career goals and hoped instead to counsel adolescents or young adults in some other setting. Now, with the new legislation, these individuals are eager to meet the requirements to become eligible for employment as school counselors and have been quite vocal in expressing their frustration that EMU has no program to assist them in reaching this goal.

A second major source of demand may come from those individuals whose initial career goals were to work in the community or college setting as licensed professional counselors (LPCs) but who are now looking for additional career options because of the economy and trends within the profession. Managed care's tight hold on the approval of LPCs for insurance reimbursement has resulted in an extremely tight job market for LPCs wishing to practice in the community setting. Similarly, the trend of larger colleges and universities moving toward the exclusive use of doctoral-level practitioners in their counseling centers has created a tight job market for LPCs wishing to practice in a college setting. Because of the tightening of these two job markets and the shortage of school counselors in Michigan, many LPCs have reconsidered their original career choice and are now expressing a desire to enter the field of school counseling. This is only possible by earning the School Counselor License, and these individuals have also been quite vocal in expressing their frustration that EMU has no program to assist them in reaching this goal.

Due to these two factors, the COUN faculty anticipates a strong demand for a post-master's certificate program for school counselor licensure. In order to ensure that the program remains a high quality program and that the implementation of the program not require the hiring of additional faculty members at this time, the COUN faculty will limit enrollment in this post-master's certificate program to 20 students per year.

### **III. Assessment**

Goals of the Program: Upon completion of this certificate program, students will demonstrate competency in the following areas:

- Human Development and Learning
- Assessment and Evaluation in Guidance
- Counseling and Group Guidance
- Educational and Career Planning
- Guidance Programs and Professional Knowledge
- Michigan Comprehensive Guidance and Counseling

Assessment Instruments: Assessment of whether the program has met its goals will be based on the following instruments:

- Student Evaluation of Each Course
- Evaluation Form from Internship Site Supervisors
- Michigan Test for Teacher Certification, Test No. 51: Guidance Counselor, with sections addressing the first five competency areas listed above.

Performance Measures: The program will be considered successful if the following performance measures are achieved:

- Students will rate the effectiveness of each course as 3 or higher on a scale of 1 to 5 (where 1 = not very effective and 5 = very effective)
- Internship site supervisors will evaluate the effectiveness of the program's interns as having the competencies necessary for school counseling
- At least 75% of the students will pass the Michigan Test for Teacher Certification, Test No. 51: Guidance Counselor and thereby become eligible for the School Counselor License in Michigan

### **IV. Budget**

Because of the existing school counseling master's degree program, no additional costs will be incurred by the university as it relates to the development and delivery of this program. The courses required in the certificate program can be covered by the COUN program's current use of regular and adjunct faculty.