

## Cost effectiveness of guidance professionals

Guidance professionals are experienced educators with Masters level postgraduate qualifications in guidance and counselling and/or educational psychology.

Guidance professionals understand educational systems and the unique complexities of schools and classrooms. They know and understand the demands on teachers and school systems.

They are required to maintain professional competence through continual professional development and supervision.

As registered teachers, they can independently teach and supervise students.

### They have the unique capacity to:

- Apply contemporary psychological theory to inform classroom practice
- Consult with teachers to link assessment results to adjustments in teaching, learning, assessment and reporting
- Use the results of educational assessment to assist in developing individual learning programs
- Facilitate individual student and complex case management with all stake-holders

Guidance professionals are also well placed to monitor the well-being of at risk students and to provide feedback to schools, families and other professionals when students are continuing to experience difficulties.

Guidance professionals are known and trusted by students, families, teachers and administrators for their professional skills and competence.



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**Valuing guidance professionals and counsellors in Queensland Schools.**



## GUIDANCE OFFICERS AND GUIDANCE COUNSELLORS IN SCHOOLS

The Queensland Guidance and Counselling Association is the peak professional association for guidance officers, school counsellors and school psychologists in Queensland. We have nearly 500 members, most of whom work in state, independent and Catholic schools across Queensland.

Guidance professionals are vital members of school leadership teams. They work collaboratively with students, teachers, families and community agencies in order that every student is learning and achieving within a safe, supportive, inclusive and disciplined learning environment.

Guidance professionals are educators who have unique expertise to work in schools to help all students in the areas of academic achievement, social, personal and career development. They assist today's students to become the productive, well-adjusted adults of tomorrow, thus contributing to better communities.

Guidance professionals are best placed to work with schools to manage students with complex needs. They have the skills required to collaborate with teachers, families and community agencies to help ensure that individual students develop to their potential.

As valued members of a school community, guidance professionals contribute to the development, implementation and evaluation of student learning goals, programs and outcomes. Their tasks are responsive and prioritised to meet the needs of school communities.

## What can guidance professionals do?

### Assessment and Intervention

- Undertake educational and psychological assessment in child and adolescent development
- Collaboratively plan and implement evidence-based interventions with school staff, other professionals, external agencies and families

### Counselling

- Provide counselling, therapy and programs for individuals and groups
- Address a range of personal, mental health, emotional and family issues to promote engagement in learning
- Provide crisis counselling

### Career Counselling

- Contribute to the development and implementation of career development programs
- Provide career counselling and guidance in subject selection
- Understand the training provided by Registered Training Organisations and its integration within the curriculum offerings

### Social, Mental Health and Wellbeing

- Promote whole of school positive mental health and well being and early intervention programs
- Respond to suicide ideation and refer to relevant outside agencies
- As part of the leadership team, respond to emergencies and critical incidents

### Behaviour

- Provide behavioural advice and support to students, families, teachers and principals
- Assist with whole school and individual assessment

plans and interventions to re-engage students in learning

- Undertake Functional Behaviour Assessment
- Develop crisis and risk management plans
- Provide intensive individual and group parenting programs

### Organisational Leadership

- Actively contribute in various school leadership teams
- Provide complex case management
- Link and network with external agencies and community groups to provide 'wrap around' support for students and their families
- Respond to and assist schools with the organisation of their response to critical and traumatic incidents
- Provide advice and support to principals and staff regarding student protection issues, and liaise with relevant Queensland Government agencies
- Gather and apply relevant data to inform evidenced based practice
- Collate and maintain student information and records of intervention to meet legislative and systemic requirements

### Professional Development

- Deliver professional learning and information to build capacity of schools, staff and families to improve student learning, social, mental health and developmental outcomes
- Provide professional development in Student Protection, Code of Conduct and Students with Disabilities legislation and the risk management implications for schools
- Provide professional development in mental health and wellbeing, building resilience, suicide prevention and intervention and grief and loss