# ONLINE APPENDIX A

**List of Interviewees Quoted in Manuscript**

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| --- | --- | --- | --- | --- | --- |
| **Code Name** | | **School/College** | | **Years in Current Role** | |
| **School Counselors and Guidance Directors** | | | | | |
| Rose | Edward High School (Director) | | | | 15+ years |
| Laura | Edward High School | | | | 15+ years |
| Leonard | Edward High School | | | | 5-10 years |
| Julia | Hunter High School (Director) | | | | 10-15 years |
| Jessica | Hunter High School | | | | 0-5 years |
| Robert | Hunter High School | | | | 5-10 years |
| Stephanie | Hunter High School | | | | 10-15 years |
| Denise | Other Ashview High School (Director) | | | | 15-20 years |
| Susan | Other Ashview High School (Director) | | | | 10-15 years |
| Kathy | State Capital High School | | | | 10-15 years |
|  |  | | | |  |
| **School and School District Administrators, Others** | | | | | |
| EHS Principal | Edward High School Principal | | | | 0-5 years |
| HHS Principal | Hunter High School Principal | | | | 0-5 years |
| Virginia | Ashview School District Administrator | | | | 5-10 years |
| EHS Social Worker | Edward High School Social Worker | | | | 5-10 years |
|  |  | | | |  |
| **School Counseling Faculty** | | | | | |
| Mr. Coughlin | Regional State University | | | | 10-15 years |
| Dr. Callahan | Small Private University | | | | 10-15 years |
| Dr. O'Brien | Southern Public Regional University | | | | 15-20 years |
|  |  | | | |  |
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# ONLINE APPENDIX B

**Select Questions for High School Counselors**

1. What are your particular responsibilities at the school?
2. How do these responsibilities vary by counselor?
3. What encouraged you to become a counselor?
4. What did you enjoy most about your graduate program?
5. What would you change about your graduate training?
6. Similarly, what types of classes or experiences do you believe graduate programs should provide students that they don’t currently?
7. Do you belong to any professional organizations, whether national, regional, or at the state level?
8. What role do the ASCA guidelines for establishing a school counseling program play in your work or in how the work of your office is structured?
9. What role does the school leadership play in how the counseling office works?
10. What three job responsibilities consume the majority of your time?
11. How many students are assigned to each of the counselors in your school?
12. Do you see each of your assigned students at least once per year on a one-on-one basis? In a group setting?
13. What are the most prominent reasons for students to seek out a counselor?
14. What would you say is the number one mission of the counseling office?
15. How do you accomplish the goals of this mission?
16. If you could request something for the counseling office next year, what are two things you would request?
17. How do students generally find information about college and how to apply to them?
18. What role, if any, does the counselor office play in college and/or career counseling?
19. Who are the students who need the most guidance when it comes to college and career readiness? How do they differ from the other students?
20. What else could the school do to help students prepare for college or a job after high school?
21. What do you like most about being a counselor?
22. What do you like most about working at this school?

# ONLINE APPENDIX C

**Select Questions for High School Administrators**

1. What are your particular responsibilities with the district?
2. What responsibilities consume the majority of your time?
3. What does a typical day look like for you?
4. What was your work path? Where have you worked prior to now and in what capacity?
5. Who do you report to?
6. Who reports to you?
7. What role do you play in connection to the counselors in the high schools?
   1. Do you play any role in hiring counselors?
   2. Do you play any role in structuring the work of counselors?
   3. Do you play any role in evaluating the counselors?
   4. Do you work in a collaborative way with the counselors?
8. How often do you meet with the counselors?
9. How would you describe the counselor position? What do they do?
10. Please list the responsibilities you believe counselors are in charge of.
11. What do you believe students and parents expect or desire from the counselors?
12. What do you believe the counselors’ ideal job description would be?
13. Are you aware of the American School Counseling Association (ASCA)?
14. *If so*, what do you know about this organization? What do you know about how it influences the work of counselors?
15. How do students generally find information about college and how to apply to them?
16. What role, if any, does the counselor office play in college and/or career counseling?
17. What else could the school or counselors do to help students prepare for college or a job after high school?

# Additional Questions for Principals

1. What is the hiring process for high school counselors?
2. Do you have a job description of the counselors I could read?
3. What sort of formal and informal training do counselors receive?
4. What role do you have in the formal and informal training of counselors? Especially in regards to interacting with students and parents?
5. Is there a school counselor manual, either at the school or for the district as a whole? If so, can you provide me a copy and/or tell me about it?
6. Before becoming a principal, how did you interact with counselors (possibly in role as assistant principal and/or teacher)?

# ONLINE APPENDIX D

**Select Questions for Counselor Educators**

1. What encouraged you to become a faculty member in a school counseling program?
2. What are the major goals of the master’s program here at this school?
3. How was the coursework designed?
4. *If they don’t mention it,* what role did CACREP accreditation play in the way the program was designed?
5. The ASCA model has the three focus areas – social/emotional, career, and academic. What is the balance of coursework among these three focus areas?
   1. In particular, how much focus is there on training counselors in college and career readiness?
6. Please tell me about the internship and practicum requirements for school counseling students.
   1. Are students assigned or do they choose where to go? Why?
   2. Do the students get to choose the nature of the internship, such as behavioral counseling or drug and alcohol abuse?
7. How is your program similar or different from other programs in the state?
   1. i.e. What are the strengths of your program?
8. What are the weaknesses, or areas for improvement?
9. Do you receive feedback from recent alums regarding your program and how it has trained them, whether in alumni surveys or anecdotally?
10. *If so,* what do they say?
11. Do you belong to any professional organizations, whether at the state, regional or national level? If so, which ones?
12. *If they belong to organizations,* why do you belong to these organizations?
13. *If they belong to organizations,* how often do you go to the national/regional/state conferences?
14. *If so,* what is the major benefit from attendance at these conferences?
15. Think about your best students. What are their qualities?
16. Think about your struggling students. What are they not doing well?
17. What types of jobs do your students typically take on after graduation?
18. What roles do you believe counselors should take on in high schools today?
    1. Do you see a role for counselors in college counseling? If so, how much of a role?
19. What roles do you see counselors actually taking in high schools?
20. What are the vital skills you believe school counselors must have when they leave graduate training?
21. What are the biggest challenges facing counselors in high schools?
22. How is your program preparing students to face these challenges?
23. What else could your program do to help students prepare for work in high schools?
24. What do you like most about being a faculty member of school counseling?
25. What do you like most about this program in particular?