



School Social Work
Association of America

Effective School Staffing Model: Teaming School Counselors, School Psychologists, and School Social Workers

The American School Counselor Association (ASCA), the National Association of School Psychologists (NASP), and the School Social Work Association of America (SSWAA) support the mission of all schools to help students reach their fullest potential so they may become contributing members of society. To accomplish this mission, schools must ensure every student has access to a rigorous curriculum and a team of highly qualified professionals such as effective teachers and strong school leaders who can help create safe and supportive school environments. Essential components to the educational team are school counselors, school psychologists, and school social workers who help students overcome individual barriers to learning. The presence of each of these personnel, and improved student access to the assistance they provide, are essential to ensuring school and student success.

ASCA, NASP, and SSWAA understand there are real challenges in providing students with the access to assistance they need. Budgetary constraints, local site management, cultural and community norms, personnel shortages in certain geographical areas, and confusion about professional roles may have an impact on local school district and state policies and hiring configurations. Because we acknowledge that the ideal staffing model may not always be achievable currently, ASCA, NASP, and SSWAA have established a strong working relationship through which we advocate together for shared policy priorities and a larger federal investment to support increased numbers of school counseling and mental health professionals.

One example of successful collaboration and advocacy is the [Framework for Safe and Successful Schools](#), endorsed by over 100 organizations and scholars. This policy document stresses the importance of the supports and services that school counselors, school psychologists, and school social workers provide collectively, while highlighting the specific and unique skill set of each profession. We strongly encourage you to use this document to strengthen these best practices in your state and local school districts.

The national organizations collectively will continue to promote the unique roles of school counselors, school psychologists, and school social workers and will support state and local affiliate efforts toward appropriate hiring models that recognize the role and importance of each of these professionals.

ASCA supports school counselors' efforts to help students focus on academic, career and social/emotional development so they achieve success in schools and are prepared to lead fulfilling lives as responsible members of society. ASCA provides professional development, publications and other resources, research and advocacy to professional school counselors around the globe.

NASP represents more than 25,000 school psychologists who work with students, educators, and families to support the academic achievement, positive behavior, and mental health of all students. School psychologists work with parents and educators to help shape individual and system-wide supports that provide the necessary prevention, early identification, and intervention services to ensure that all students have access to the mental health, social-emotional, behavioral, and academic supports they need to be successful in school.

SSWAA promotes the profession of school social work to enhance the educational experience of students and their families. SSWAA offers continuing professional development, supports best practices through research and evaluation, and maintains a strong public policy and advocacy presence. SSWAA supports social workers in creating linkages among schools, families, and communities to address barriers to student success and in serving the mental health needs of children and their families through early identification, prevention, intervention, counseling and support.