

Personnel Positions

(TEC § 33.002)

(DP (Legal) and (Local))

Manner in which statute inhibits goals of the plan

School counselors are essential in K-12 education as they address the academic, social-emotional, and career development needs of students. They play a pivotal role in fostering a safe and supportive learning environment, identifying and assisting students at risk, and promoting mental health and well-being. Counselors provide guidance on academic planning, college and career readiness, and personal development, equipping students with the tools to succeed in school and beyond. With the increasing challenges students face ranging from mental health concerns to social pressures employing school counselors ensures that every child has access to the support and resources needed to thrive academically and personally. Their presence contributes to improved student outcomes, and a stronger, more resilient school community.

TEC § 33.002(b): A school district with 500 or more students enrolled in elementary school grades shall employ a school counselor certified under the rules of the State Board for Educator Certification for elementary school in the district. A school district shall employ at least one school counselor for every 500 elementary school students in the district.

Historically, it has been a challenge to find certified counselors for our campuses. Eanes ISD has had certified counselors from other states apply for certification in Texas only to be rejected based on minor differences in the certification process.

Innovation Plan:

The District seeks exemption from the certification requirement in hiring counselors for our campuses. The District would like the flexibility to hire non-certified counselors, such as School Based Therapists, to serve our students. This is a needed and important role and the District does not want the difficulty in hiring to inhibit the services needed on our campuses.

The District is still committed to providing the most appropriate staff for the counselor position and would only use the exemption on an as-needed basis and in order to best serve our students. The District would still require training and ongoing professional development of any school counselor employed under this exemption.