



ISCA Conference 2015: What to Do When You Don't Know What to Do

Donna Kirkpatrick Pinson, Ed.D. LCPC NCC NCSC
Elaine V. Kies, Ed.D. PEL
Assistant Professors, National Louis University

Steps in Many Decision-Making Models



- Identify and define the problem.
 - Consider the principles and virtues
 - Tune it to your feelings
 - Consult with colleagues or experts
 - Involve your client in the decision making process
 - Identify desired outcomes
 - Consider possible actions
 - Choose and act on your choice
- (Remley & Herlihy 2010)

Main Categories of ASCA Ethical Standards



- Responsibilities to Students (ineffective teacher)
- Responsibilities to Parents (may conflict with law as in abortion)
- Responsibilities to Colleagues and Professional Associates (lack of referral sources)
- Responsibilities to School, Communities, and Families (advocacy for all students and families)
- Responsibilities to Self (burnout, competence)
- Responsibilities to Profession (be current in practice)

The STEPS Model for School Settings



1. Define the Problem Emotionally and Intellectually.
2. Apply the ASCA and ACA Ethical Codes and the Law.
3. Consider the Student's Chronological and Development Levels.
4. Consider the Setting, Parental Rights, and Minors' Rights.
5. Apply the Moral Principals.

The STEPS Model for School Settings (cont.)



6. Determine Your Potential Courses of Action and Their Consequences.

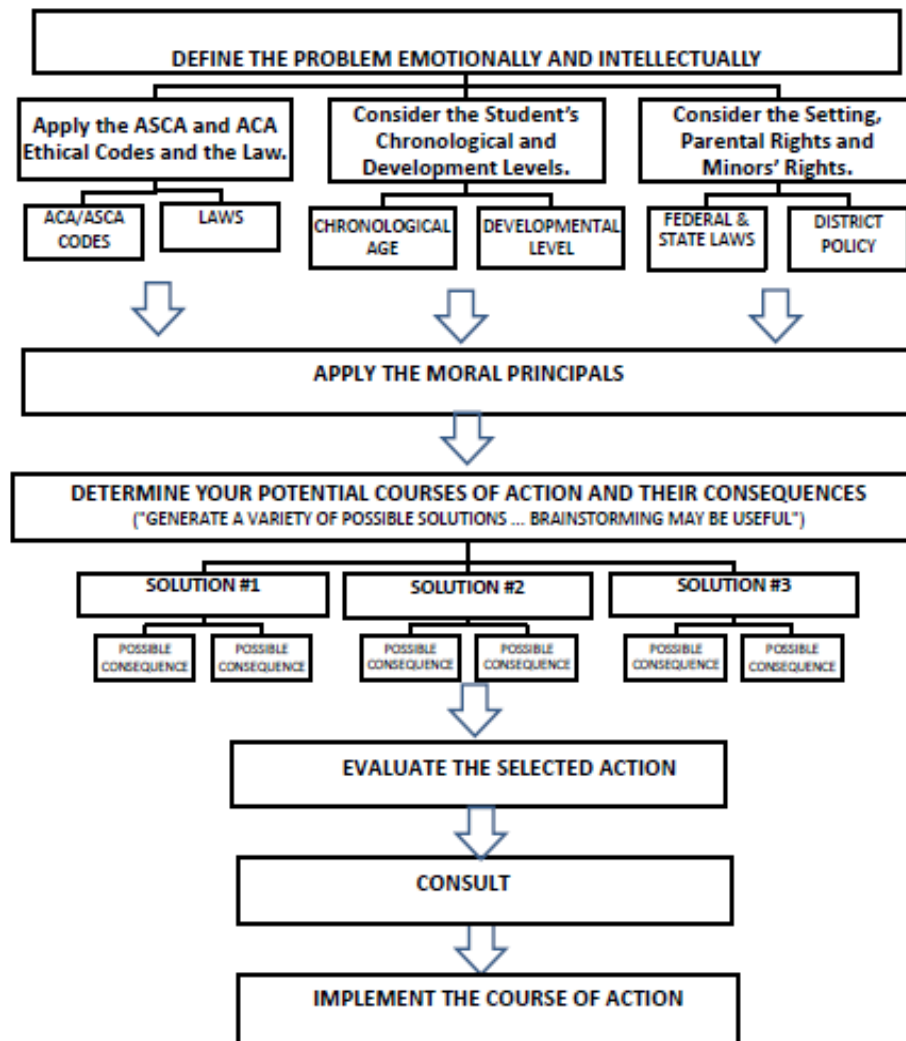
7. Evaluate the Selected Action.

8. Consult.

9. Implement the Course of Action.

(Stone, 2013)

ETHICAL DECISION MAKING WORKSHEET



Building Blocks for Decision Making for SCs



*Apply the ASCA
Ethical Standards
and the law*

*Consider the
students'
chronological and
developmental levels*

*Consider the setting,
parental rights and
minors' rights*

*Reminder: look at
diversity and
multicultural factors*
(not mentioned specifically in Stone's Model)

Kitchener's Five Moral Principles



- Beneficence
- Nonmaleficence
- Loyalty
- Promoting autonomy
- Veracity-often not included for SCs (Kitchener, 1986)
- Context and Systems Awareness (Dollahide & Saginak, 2008)

Five Self-Tests



- Justice
- Universality
- Publicity (Stadler, 1986)
- Moral traces (Remley & Herlihy, 2010)
- What is the policy of my employer? (Dollahide & Saginak, 2008)
- Can I find a solution that will result in a win-win for everyone involved? (Dollahide & Saginak, 2008)

Common Ethical/Legal Issues for SCs



- Clinical notes
- Confidentiality
- Counselor competence
- Defining the “client” – conflict of interest between student and school
- Diversity and values
- Rights of parents – informed consent

(Dollarhide & Saginak, 2008)

Other Ethical Decision Making Models



Steps in Making Ethical Decisions found in:

- Corey, G., Corey, M. S., Corey, C., & Callanan, P. (2015). *Issues and ethics in the helping professions* (9th ed.). Belmont, CA: Brooks/Cole, Cengage Learning.

Moral/Ethical Decision-Making Process found in:

- Dollarhide, C. T., & Saginak, K. A. (2008). *Comprehensive school counseling programs: K-12 delivery systems in action*. Boston, MA: Pearson.
- Forester-Miller, H., & Davis, T. (1996). *A practitioner's guide to ethical decision making*. Retrieved from www.counseling.org

Ethical Standards



- American Counseling Association. (2014). *Code of ethics*. Retrieved from www.counseling.org
- American School Counselor Association. (2010). *Ethical standards for school counselors*. Retrieved from www.schoolcounselor.org

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- Corey, G., Corey, M. S., Corey, C., & Callanan, P. (2015). *Issues and ethics in the helping professions* (9th ed.). Belmont, CA: Brooks/Cole, Cengage Learning.
- Dahir, C., & Stone, C. (2012). *The transformed school counselor* (2nd ed.). Belmont, CA: Brooks/Cole.
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- Remley, T. P., & Huey, W. C. (2002). An ethics quiz for school counselors. *Professional School Counseling, 6*, 1096-2409.
- Stone, C. (2013). *School counseling principles, ethics, and law* (3rd ed.). Alexandria, VA: ASCA.
- Studer, J. R., & Diambra, J. F. (Eds.). (2010). *A guide to practicum and internship for school counselors-in-training*. NY: Routledge Publishing.

Contact Information



- Elaine V. Kies, EdD, PEL

Assistant Professor of Counseling and Human Services,
National Louis University

Elaine.Kies@nl.edu

- Donna Kirkpatrick Pinson, EdD, LCPC, NCC, NCSC, PEL

Assistant Professor of Counseling and Human Services,
National Louis University

Donna.Pinson@nl.edu

Thank you !

