



## **NvSCA Ends Policy**

*(Policy Updated and Approved by Governing Board 4/12/22)*

*Ends policies are written policies which define a) results, outcomes or benefits that, as a result of all the work done by the organization, should occur for b) specific recipients or beneficiaries, at c) a certain cost or relative priority for the various results or the various beneficiaries.*

1. All Nevada school counselors and stakeholders will have awareness, understanding and support for:
  - The school counseling profession
  - The ASCA National Model
  - ASCA's professional standards and practices
  - Nevada Educator Performance Framework (NEPF) for Other Licensed Personnel Protocols
  - The ASCA Code of Ethics for School Counselors
2. Nevada school counselors and the school counseling profession benefit from the efficient and fiscally responsible operation of the association.
3. Nevada school counselors benefit from the retention and recruitment of members from all demographic groups and geographic regions of the state.
4. In acknowledging the importance of representation among its membership, NvSCA will actively seek to draw underrepresented and underserved populations into the school counseling profession. Nevada school counselors benefit from the retention and recruitment of members from all demographic groups and geographic regions of the state.
5. Nevada school counselors will benefit from professional development that reflects and responds to contemporary issues.
6. NvSCA commits to on-going practices to build equity across Nevada; including but not limited to: recognizing and raising awareness of historic and systemic oppression, training to address bias and historic oppression; continued monitoring and audits of the organization and organizational policy; the development of educational resources to guide school counselors to better understand and take action against disparity and towards opportunity for students in Nevada and the profession.