



American Counseling Association

# School Counselor Connection

## Addressing College and Career Readiness for Latinx Youth

College and Career Readiness standards (CCR) include academic and non-academic competencies needed to thrive in the world of postsecondary education and careers. CCR competencies such as academic knowledge, attitudinal factors, self-motivation and social-emotional behaviors are found to increase the likelihood of a student being prepared to pursue and complete a postsecondary education. School counselors are key players in this effort to help ensure CCR for their Latinx students.

### Potential Barriers for Latinx Students

Latinx students may potentially lack the social capital needed to navigate the educational institution, the mentors and advocates who can support them, and the resources needed to achieve their postsecondary goals. Latinx students may also need support to manage a variety of environmental challenges such as navigating a majority-minority society and support to address the impact of stereotypes, exclusion, marginalization, and lack of power.

### Best Practice: Use a Strengths-based Approach

Because Latinx students may not utilize supports and resources available due to systemic, educational, financial, and institutional barriers, school counselors should think about ways to proactively address this situation.

#### Strengthen Academic Competencies

1. Facilitate rich learning experiences to broaden Latinx students' academic interests.
2. Ensure access to rigorous academic programs, educational choice, acceleration, and enrichment opportunities.

#### Strengthen Non-Academic Competencies

1. Teach and model a growth mindset; it will influence persistence and grit behaviors.
2. Find ways to build academic self-efficacy, a robust predictor of academic achievement.
3. Encourage beliefs related to positive academic outcomes which influence the development of behaviors that lead to positive academic outcomes.
4. Support career identity development through the exploration of a variety of interests.

#### Use your Leadership and Advocacy Role to Strengthen Teacher and Institutional Support in your School

1. Work with school staff to provide experiences in the form of classroom lessons, small group, and school-wide events which can increase Latinx students' sense of teacher and institutional support.
2. Sit on leadership teams to address barriers related to perceived lack of teacher support and institutional support.
3. Actively engage with your school community in order to improve the institutional climate for students as well as increase student engagement within the educational institution.

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#### Reference

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