Model Comprehensive School Counseling Plan

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FOUNDATION TASKS
- Belief Statements
- Vision Statements
- Mission Statements
- School Data Profile
- Program Goals
- Mindsets & Behaviors Standards
- Ethics for School Counselors
Foundation Focus

- What can a solid foundation for your comprehensive school counseling program do for you?
  - Helps you think about how you would like to see your program (your school counselors) operate in the future.
  - Helps define our role within the school.
  - Directly connects the school counseling program to the mission of the school.
  - Clarifies the purpose and the role of the school counseling program.

Program Assessment

- Allows for a step-by-step assessment of your program
- Monitor progress

https://www.schoolcounselor.org/asca/media/asca/RAMP/SCProgramAssessment.xls
CRAFTING BELIEF STATEMENTS

• Beliefs drive behaviors
• Start with open, honest dialogue
• Brainstorm beliefs about student success
• Take time to explore and examine beliefs
• Use a defined process to begin the discussion
• Questions can help guide the discussion
  ❖ Ex: What do we believe about the ability of students to achieve?
  ❖ Ex: Why is each belief important for students?

Example Belief Statements

• All students can achieve a high level of personal success and have dignity and worth.
• All students should have access to a professional school counselor as well as comprehensive school counseling program.
• The school counseling program will be evaluated on goals related to student competencies and will be consistent with expected developmental stages of learning.
• Professional school counselors will use data analysis to inform counseling program development and will actively monitor student results.
• The school counseling program will focus on primary prevention and counselors will advocate for all students.
• The school counseling program shares responsibility with the community and family for student success; therefore, the school counseling program will have an advisory committee comprised of professional school counselors as well as representatives from the school and community for planning, coordinating, and evaluating the program.
• Professional school counselors will participate in ongoing professional learning to maintain a quality and comprehensive school counseling program.
• All professional school counselors will abide by the ethical guidelines of the American School Counselors Association and the Georgia Professional Standards of Commission.
CRAFTING A VISION STATEMENT

• Communicates the ultimate outcome for students
• Related to achievement, career, or social/emotional
• Describes in rich detail the hope for students in 5 to 15 years
• Use beliefs: What do you believe students can become in 5 to 15 years?
• Make a list of descriptive, optimistic words or phrases
• Identify key words or phrases in the school and district vision

Vision Statement Tips

Do’s
• Link to school and district visions
• Think of what you hope students will become
• Focus on the future
• Focus on positive results
• Use descriptive language
• Ensure vision reflects beliefs
• Use present tense verbs

Don’ts
• Don’t focus on the school counselor
• Don’t focus on the school counseling program
• Don’t be limited by current situations
• Don’t be afraid to dream of best outcomes
Example
Vision Statement

• The students at North Forsyth High School are inspired learners who use their gifts to impact those around them to make a difference in their school, community, and world. All students will participate in a rigorous curriculum that prepares them to be college and career ready and meet their personal potential. Support from the comprehensive school counseling program will enable students to meet the challenges of the future while fostering a healthy school climate that values diversity, knowledge, and achievement.

CRAFTING A MISSION STATEMENT

• Describes what the school counseling program does
• Clear and concise – defines how to reach the vision
• Make a list of words and phrases that describe your most important work
• Reference roles of school counselor: leadership, collaboration, advocacy
• Aligned with appropriate role of a school counselor (do not include non-counseling duties)
Mission Statement Tips

**Do’s**

- Align with your school and district
- Include school counselor as advocate
- Emphasize, equity, access, success for all students
- Consider how your program makes the vision reality
- Focus on long term and use active, dynamic wording

**Don’ts**

- Don’t use passive language
- Don’t focus on individual school counselors but on the whole program
- Don’t limit the statement to the activities included in the program

Example Mission Statement

**Forsyth County Schools Mission Statement**

- The mission of Forsyth County Schools is to prepare and inspire all students to contribute and excel.

**North Forsyth High School Mission Statement**

- The mission of the North Forsyth High School learning community is to pursue excellence in all areas of academic and personal growth.

**North Forsyth High School Counseling Mission Statement**

- The mission of the North Forsyth School counseling program is to enhance educational performance by providing all students with access to a comprehensive school counseling program that advocates for the academic, career, and social/emotional mindsets necessary to become college and career ready and experience lifelong success. Professional School Counselors will collaborate with teachers, administrators, parents, and the community to ensure the academic and personal potential for all students is achieved.
School Data Profile

Discern big needs
Narrow your data focus
Know your demographics
Analyze the data
Look for specific needs
Collect contextual data

Tips

Do's
- Examine existing school data
- Consider school improvement plan
- Look at achievement, attendance, behavior
- Review subgroups
- Let data inform your needs and program goals
- Look at trends over years for systemic issues
- Seek support from school based data clerks/experts

Don'ts
- Don’t get lost in data
- Don’t track everything
- Don’t forget to disaggregate
- Don’t let data confirm your assumptions – let it speak
- Don’t use just one source: use CCRPI, district and school reports, US DOE
- Don’t attempt to do it by yourself
Creating Program Goals

- Program goals are statements about an outcome that the program will devote resources for
- May be global or narrowly focused
- Determine priorities for school data
- Disaggregate by subgroups or categories
- Dig deeper: examine contextual factors from stakeholders
- Write program goals using SMART goal template
- **SMART**: Specific, Measurable, Attainable, Results-oriented, Time-bound

Program Goal Tips

**Do’s**
- Base on achievement, attendance, and/or behavior
- Consider school improvement plan
- Use goals to focus the delivery and measurement of actions plans
- Write goals that matter to administration and carry out school mission
- Revise goals annually
- Report results to stakeholders
- Learn from unsuccessful goals; reflect and refocus

**Don’ts**
- Don’t write goals on anything other than student outcome data
- Don’t omit any of the SMART goal format
- Don’t avoid challenging goals
- Don’t write goals that are too easy
- Don’t write goals that validate what you have already done
- Don’t focus on failures: Use them as growing opportunities
Program Goal Examples

- Elementary (Attendance)
  - By May 20, 2017, the number of students who accrued 10 or more absences in the 2016-17 school year will decrease by 10 percent from 144 (2015-16) to 129 (2016-17).

- Middle (Behavior)
  - By May 20, 2017, the number of minor infractions of all students, as defined by the PBIS program, will decrease by 20% from 1,409 minor infractions (2015-16) to 1,127 minor infractions (2016-17).

- High (Achievement)
  - By June 2017, the percent of students enrolled in AP classes taking the AP exam will increase by 3 percent from 92 percent (2015-16) to 95 percent (2016-17).

Mindsets & Behaviors Planning Tool

- This form is a tool you can use in planning your overall school counseling curriculum.
- Indicate the grade level you plan to address any standard in the cells.
- You don’t have to address each standard every year.
Ethics for School Counselors

- ASCA Ethical Standards for School Counselors (Revised 2016)
- Georgia Code of Ethics for Educators

• Consult
  • Operate within your standard of care
  • Handout attached on summary of changes.

GSCA Collaboration

2016 Annual Conference
November 2-4, Macon, GA

• Pre Conference Sessions 11/2/16
  Session 2 - “Don’t Get Stuck: Moving Forward in the Implementation of the ASCA National Model” - FULL DAY Shellie Marino
  Session 3 - “Get on the RAMP-Taking Your School Counseling Program to the Next-Level” - HALF DAY Julie Hartline

Trainings (2016-2017)
• Update on Counselor Keys Effectiveness System Evaluation
Your School Counseling Program

• Thursday, November 3
  • 9:30-10:45 AM

• Friday, November 4
  • 8:00 AM - 9:15 AM

• Macon, GA

More in-depth look at the plan
An opportunity to hear from the developers of the plan
Participate in interactive activities with the plan’s components
Walk away with ideas on how to implement components of plan the following Monday

Future Webinars in the Model Comprehensive School Counseling Series

Click component’s title to register

• Delivery
  • November 9 @ 1 PM

• Accountability
  • December 7 @ 1 PM

• Management archived webinar and presentation are available by clicking here.
• Behavioral Health Resources for Families: Updates for GA Schools
  October 13, 2016

Register 10:00 Session
Register 3:00 Session (Repeat of 10:00 AM)

• Bullying Prevention Strategies for Schools
  Oct. 14, 2016 11:00 AM Register

• Motivating the Unmotivated Student
  Oct. 26, 2016, 1:00 PM Register