Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Model Comprehensive School Counseling Plan

ACCOUNTABILITY

December 7, 2016

Panelists

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

- Dr. Susan Goethe, Paulding County
- Maria Grovner, GaDOE
- Dr. Julie Hartline, Cobb County
- Shellie Marino, Fulton County
- Dr. Robert Rice, Georgia State University
- Dr. Myrel Seigler, GaDOE
- Tonja Simmons, Houston County

Click on panelist's name to send an email to receive additional information about something that may have been shared.

1

Accountability:

Richard Woods,
Georgia's School Superintendent
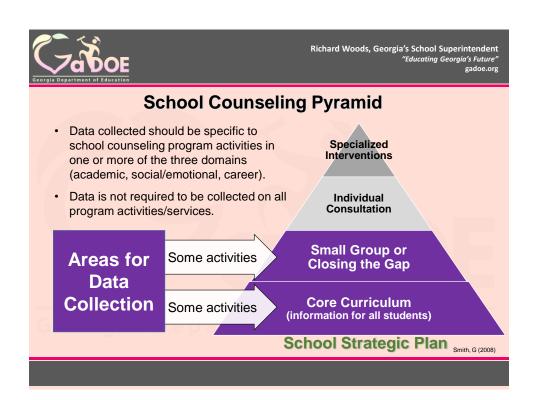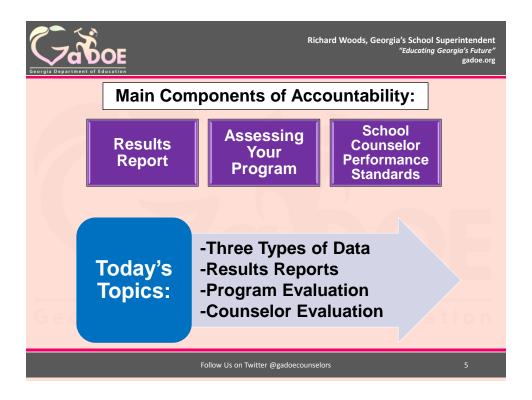*"Educating Georgia's Future"*
gadoe.org

Professional school counselors and the school counseling program **demonstrate how students are different** as a result of the school counseling program.
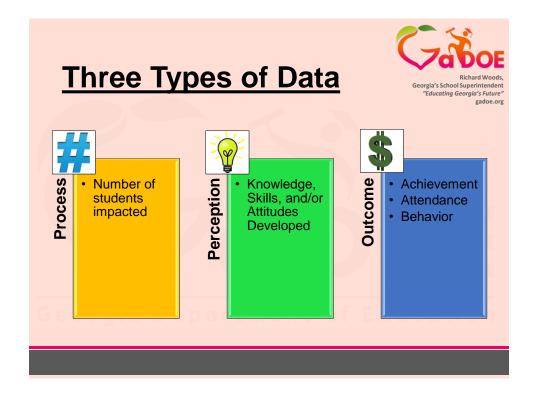
School counselors…

- **use data to show the impact** of the school counseling program on student achievement, attendance and behavior.
- analyze program data **to guide future action** and improve future results for all students.
- are **evaluated based on** the performance standards expected of school counselors implementing a **comprehensive school counseling program.**

Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Georgia Department of Education

School Counseling Pyramid

- Data collected should be specific to school counseling program activities in one or more of the three domains (academic, social/emotional, career).

- Data is not required to be collected on all program activities/services.

Specialized Interventions

Individual Consultation

Small Group or Closing the Gap

Core Curriculum (information for all students)

Areas for Data Collection

Some activities

Some activities

School Strategic Plan Smith, G (2008)

Main Components of Accountability:

Results Report

Assessing Your Program

School Counselor Performance Standards

Today's Topics:

-Three Types of Data
-Results Reports
-Program Evaluation
-Counselor Evaluation

Follow Us on Twitter @gadoecounselors   5

Three Types of Data

Process
• Number of students impacted

Perception
• Knowledge, Skills, and/or Attitudes Developed

Outcome
• Achievement
• Attendance
• Behavior

Process Data

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Who?	Did What?	How Many?

Examples
- 7 Fourth grade students participated in an anger management group
- 450 Eighth grade students have completed a career interest inventory
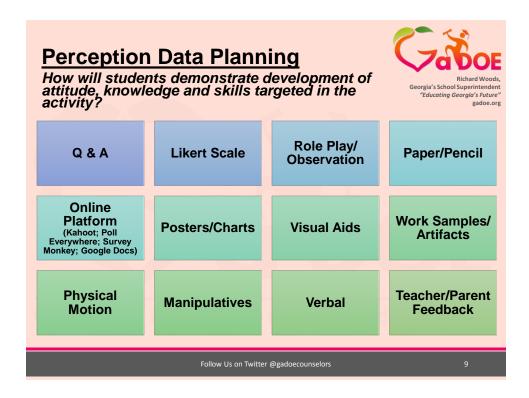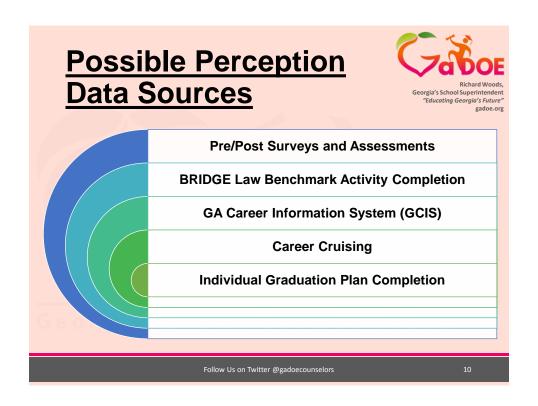- 100 parents attended the senior college planning parent night meeting

Georgia Department of Education

Perception Data

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Knowledge Learned	Skills Developed	Attitude or Perception Changed

Examples
- 95% of 8th grade students could correctly name the 5 core academic subjects.
- 100% of 11th grade students have identified 3 colleges that match their post-secondary plans.
- 76% of 7th graders know how to use a student agenda to organize their homework.
- 96% of 5th graders can name at least 2 test taking strategies for multiple choice questions.
- 88% of 3rd graders believe asking their teacher questions will help them earn better grades.
- 85% of 9th grade students reported they are confident in their ability to pass all of their classes.

Perception Data Planning
How will students demonstrate development of attitude, knowledge and skills targeted in the activity?

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Q & A	Likert Scale	Role Play/ Observation	Paper/Pencil
Online Platform (Kahoot; Poll Everywhere; Survey Monkey; Google Docs)	Posters/Charts	Visual Aids	Work Samples/ Artifacts
Physical Motion	Manipulatives	Verbal	Teacher/Parent Feedback

Follow Us on Twitter @gadoecounselors 9

Possible Perception Data Sources

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Pre/Post Surveys and Assessments
BRIDGE Law Benchmark Activity Completion
GA Career Information System (GCIS)
Career Cruising
Individual Graduation Plan Completion

Follow Us on Twitter @gadoecounselors 10

5

Outcome Data

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Hard Data	Application of attitudes, knowledge, and skills	Academic, Attendance, Behavior

Examples
* 95% of 7th grade students passed science in the 1st grading period
* 83% of 9th graders earned enough credits to be promoted to the 10th grade.
* 76% of ESOL students passed the Language Arts EOC/GA Milestones test.
* 45% of 8th graders earning a score meets or exceeds on the Math Milestones test.
* 5% of 12th grade students had 5 or more tardies during the fall semester.
* 10% of 5th grade students received 3 or more discipline referrals during recess.

Outcome Data Examples

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Achievement	Attendance	Behavior
• Standardized Tests (ex. Students scoring within each performance band) • Failure Rates • Retention Rates • Students requiring summer/remedial courses • College Going Rate • SAT/ACT exam participation rates • Students below Grade Level in Reading/Math • Student enrollment in Accelerated/AP class • Students served through Special Programs (Special Ed, ESOL, TAG, etc)	• Excessive absences (5-8, 9-15, 16+) • Excessive tardies • Students referred for school avoidance or skipping class • Transient/highly mobile students with history of multiple schools • Students diagnosed with a mental illness • Students with 10+ Early Check-Outs • Students with 3+ Health Clinic Visits	• In-School Suspension Referrals • Out-of-School Suspension Referrals • Total # of Referrals to Administration • Students Referred to the SST/RTI for Behavior • Students Referred to Counselor for Behavioral Concerns • Discipline Referrals by Offense Type (i.e. bullying, peer conflict, disruptive, fighting, substance use, weapons)

Follow Us on Twitter @gadoecounselors   12

Sources for Outcome Data

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Where to find it?

CCRPI Report	School Improvement Plan
School Administration	Statewide Longitudinal Data System (SLDS)
School Climate Rating	School/District Data Information System

Governor's Office of Student Achievement Website (GOSA)
http://gosa.georgia.gov/report-card

Results Report

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

A concise post-activity summary:

- ensures the activity was carried out as planned
- ensures developmentally appropriate materials were used
- documents the activity's process, perception, and outcome data
- analyzes the activity's effectiveness
- improves activity or program
- shares the impact of the activity

Results Report

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Three Types of Results Reports:
- **Core Curriculum**
- **Small Group**
- **Closing the Gap**

Counseling Core Curriculum Results Report

School: Year:
Counselor(s):
Program Goal:
Lessons and Activities Related to Goal:

Grade Level	Lesson Topic	Lesson Presented In Which Class/Subject	ASCA Standard(s) and Domain(s)	Curriculum and Materials	Start/End Dates	Number of Students Involved and Number of Lessons Delivered	Perception Data (attitudes, skills and knowledge impacted)	Outcome Data (achievement, attendance, or behavior impacted)	Implications: Based upon the data	
									What have you concluded from the lesson?	What are your future plans?

Helpful Questions for Analysis of Results Reports

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

? Were appropriate learning goals identified? Did the curriculum/activities support the goals?

? What can be learned from analyzing process data? Did it happen?

? What can be learned from analyzing the perception data? Was the goal of knowledge, attitude and skill attainment met?

? What can be learned from analyzing the outcome data? What impact did the curriculum have on achievement, attendance or behavior data?

? After reviewing the results report, what are the recommendations or implications?

? What improvements may be needed for the activity to be more effective?

Slide 1

Assessing Your Program:
Demonstrating the Effectiveness of School Counseling Program Over Time

- Were annual Program Goals met?
  - If not, was progress made?

- What was the impact on attendance, achievement, behavior and/or school climate?

- What new trends/areas of concern are emerging?

Data Profile Example

ASCA, 2012

Slide 2

Assessing Progress of the Comprehensive Model Program

- What components do not exist?

- What components are you working on?

- What components are in place?

- What are your next steps?

SCHOOL COUNSELING PROGRAM ASSESSMENT

Professional School Counselor Performance Standards

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

School Counselor Evaluation Process

- Self-Reflection
- ASCA Code of Ethics
- School Counselor Evaluation Instrument (CKES)
- Evaluation conference with administrator
- Identification of areas for professional growth
- Engagement in professional learning opportunities

Follow Us on Twitter @gadoecounselors   19

Accountability Implementation

Richard Woods,
Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

General Tips & Reminders

- You do not need to collect data on everything.
- It's okay to seek help in finding data.
- Determine your data collection method during the activity planning process.
- Keep the math simple.
- Being data driven doesn't mean everything works.
- Any changes (big or small) are progress.
- Remember: perception data link school counseling activities to outcome data.
- It's okay if the data show your activity/intervention was not successful *as long as you learn from the process.*
- Share your results with stakeholders.

Follow Us on Twitter @gadoecounselors   20

Templates for documents are available from Counselor Keys Effectiveness System (CKES):

- Results Reports (3 types)
- School Data Profile
- School Counseling Program Assessment
- School Counselor Professional Performance Standards

Click here to access CKES Resources

Webinars in the Model Comprehensive School Counseling Series

- All of the recordings and presentations of the components of a model comprehensive school counseling plan webinars are archived and available by clicking here.
- Stay tuned for information about our 2017 online training of implementing a model comprehensive school counseling program.

Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

- **Helping to Improve the School Climate Score for Your School Dec. 13, 2016, 1:00 PM**
Register

- **High Demand Career Initiative Spotlight: Healthcare Sector Dec. 14, 2016, 1:00 PM**
Register

Richard Woods, Georgia's School Superintendent
"Educating Georgia's Future"
gadoe.org

Questions

Answers

Follow Us on Twitter @gadoecounselors   24