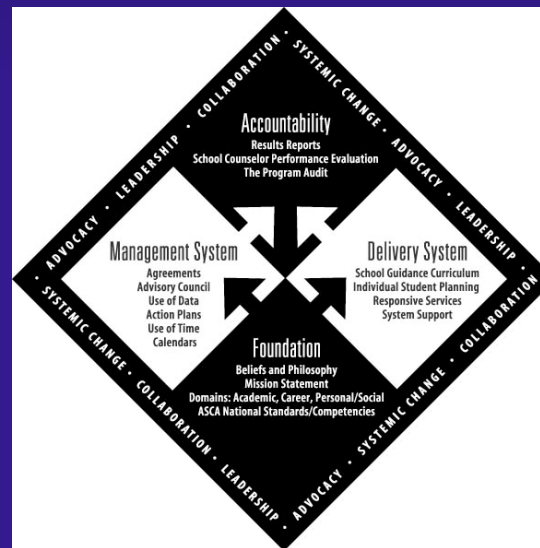


# School Counselors: Partners in Achievement



Presented By:

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Wake County Public School System

*Office of Counseling and Student Services*

***WCPSS School Counselors Get Results!***



# Who did this?

- Reduced 9<sup>th</sup> grade failure rate by 61.9%
- Reduced Senior failure by 78.4%.
- Increased PSAT participation by 106 students
- Doubled the number of African American students that took the AP Exam
- Received 70-80% approval ratings from students about SC programs



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# School Counseling Dept. at Southeast Raleigh HS!

- Focused on direct services to students.
- Individual appointments with every Sophomore, Junior and Senior.
- Met with Sophomore, Junior and Senior AC's to deliver our curriculum.
- Met with every freshman in their English class and through AC.



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# In Addition...

- Crisis counseling
- Parent meetings
- Teacher conferences
- Academic Advising
- Personal/Social development
- Career development



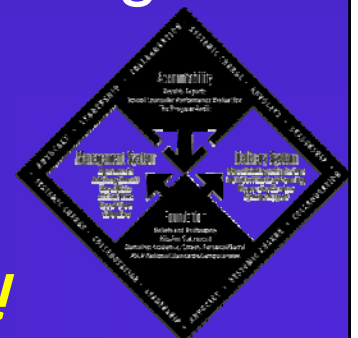
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# Objectives

Participants will:

- understand how the ASCA National Model is being implemented in WCPSS.
- understand the importance of data in a school counseling program.
- understand that school counselors impact academics, attendance and behavior.
- understand how SCs use advocacy, leadership and collaboration to promote systemic change.



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# Rationale for WCPSS Implementation

By aligning a school counseling program with the school's mission and school improvement plan, school counselors:

- Partner as leaders in systemic change
- Ensure equity and access
- promote academic, career and personal/ social development for every student



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*“We need to be the change  
we want to see happen.  
We are the leaders  
we have been waiting for.”*

– Gandhi



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# WCPSS is committed to academic excellence!

By 2008:

- 95% of students in grades 3 through 12 will be at or above grade level as measured by NC EOG or EOC tests
- all student groups will demonstrate high growth.



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# In pursuit of this goal, we will:

- Increase challenging educational opportunities for all students.
- Increase student participation and success in advanced classes at the high school level.
- Increase the percent of 9th grade students graduating from high school within four years.



**School  
Counseling!**



***WCPSS School Counselors Get Results!***

# In pursuit of this goal, we will:

- Recruit, develop, support and retain a highly qualified workforce to ensure student success.
- Identify and seek resources necessary to support student success.
- Build a consensus of support through community collaboration.



**School  
Counseling!**



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*People have wondered...*

What do school counselors DO?



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# Professional Issues

- Historical problems
- Varied and conflicting approaches to school counseling
- Attempts to unify the profession
- Trends in education
- Trends in school counseling



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# *When schools fail to clearly define the counselor's role...*

School administrators, parents with special interests, teachers or others may feel their agenda ought to be the school counseling program's priority.

The results often lead to **confusion and criticisms** when they are disappointed.

(Carolyn Maddy Bernstein, 1995)



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The old question was...

*“What do counselors do?”*

The new question is...

*“How are students different  
because of the school  
counseling program?”*



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# From Entitlement... to Performance

From a program that:

- Focuses generally on the number of activities
- Measures the amount of effort
- Attends to the process of doing work
- Works to maintain the existing system

To a program that:

- Focuses on outcomes and improved results
- Measures impact related to goals
- Attends to goals, objectives, and outcomes
- Changes and adapts to be more responsive



Source: McGowen, P. & Miller, J., "Changing the Entitlement Culture," The American School Board Journal, August 1999, p.43

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# School Counseling Programs Are About

Counseling

Managing Resources

Leadership

Teaming

Assessment

Collaboration

Technology

Data-Driven Decisions

Advocacy



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# School Counseling Programs Are About

# RESULTS.

*How are students different  
as a result of the school  
counseling program?*



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# We Exist To Effect Change In Students:

## Acquire

- Knowledge
- Skills
- Positive Attitude

## Improve

- Attendance
- Behavior
- Academic Achievement



**Big 3!**



*WCPSS School Counselors Get Results!*

# Paradigm Shift

***From:***

Not only monitoring process and measuring services delivered

***To:***

Focusing also on and measuring the results of our programs and services



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# ASCA National Model



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*Leadership*

*Advocacy*

*Collaboration*

*Systemic Change*



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# Foundation

- Beliefs and Philosophy
- Mission
- Domains:
  - Academic Development
  - Career Development
  - Personal/Social Development
- ASCA National Standards and Competencies



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# Delivery System

- School Guidance Curriculum
- Individual Student Planning
- Responsive Services
- System Support

80%

- System Support



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# Management System

- Management Agreements
- Advisory Council
- Use of Data
  - Monitoring Student Progress
  - Closing the Gap
- Action Plans
  - Guidance Curriculum
  - Closing the Gap
- Use of Time
- Calendars



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# Accountability

- Results Reports
  - Impact Over Time
- School Counselor Performance Evaluation
- The Program Audit



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*How are students  
different as a result  
of the school counseling  
program?*

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# National Model Implementation

- Present National Model to stakeholders
- Start with what you can manage
- Align with school and district goals
- Define “at-risk”
- Identify school/community support services
- Data, data, data!

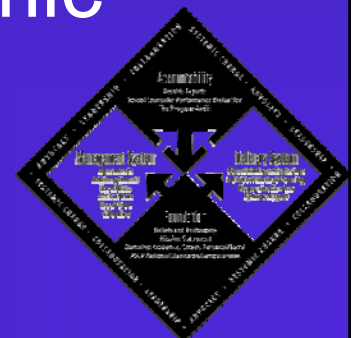


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# National Model Implementation

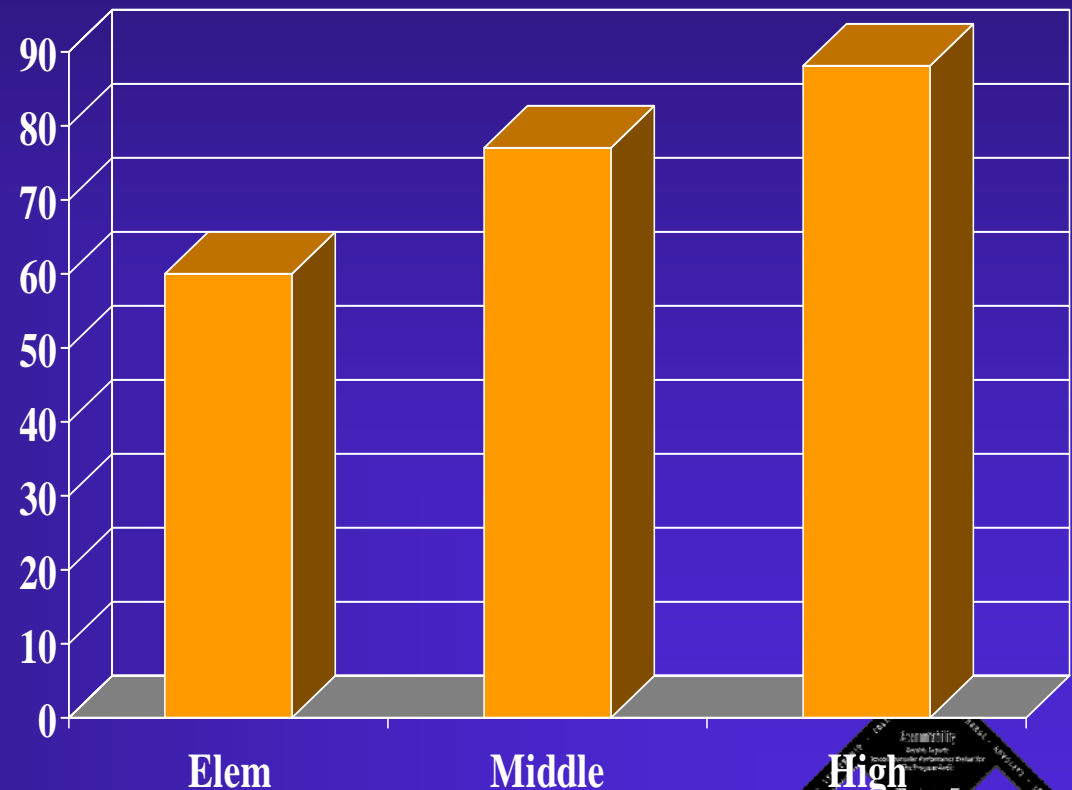
- Write measurable goals and objectives that are reasonable
- Write your plans early, review them regularly
- Collaborate with others in dept/school
- Collaborate with community resources
- Focus on Leadership, Advocacy, Collaboration that lead to Systemic Change



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# WCPSS Participation Results 03-04

- High level of participation!
- Elementary – 60 %
- Middle – 77%
- High School – 88%



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# WCPSS Recognition

- ¼ carat
- ½ carat
- ¾ carat
- Full Carat Program



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# WCPSS School Counseling Goals & Objectives

**Goal:** All schools will demonstrate how students are different as a result of their school counseling program.

## **Objectives:**

- 1) By the end of 2005, 100% of WCPSS schools will be at the ¼ carat program or higher.
- 2) By end of 2005, 10% of schools will be RAMP programs.



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# Recognized ASCA Model Programs (RAMP)



- Enhances your program's efforts toward academic achievement and student success.
- Helps you evaluate your program and identify areas of improvement.
- Show administrators, school board and the community at large that your committed to delivering a comprehensive, data-driven school counseling program.



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# RAMP Recognition



- Engraved Plaque
- Letter sent to school board, principal and superintendent
- Press release for local press
- Use of RAMP logo on stationary, business cards, websites, etc.
- Recognition at ASCA's Annual Conference



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# RAMP cont.



- Up to 4 tickets to Recognition Ball at ASCA conference
- Recognition in *ASCA School Counselor* magazine and ASCA website
- Opportunity to present at annual conference



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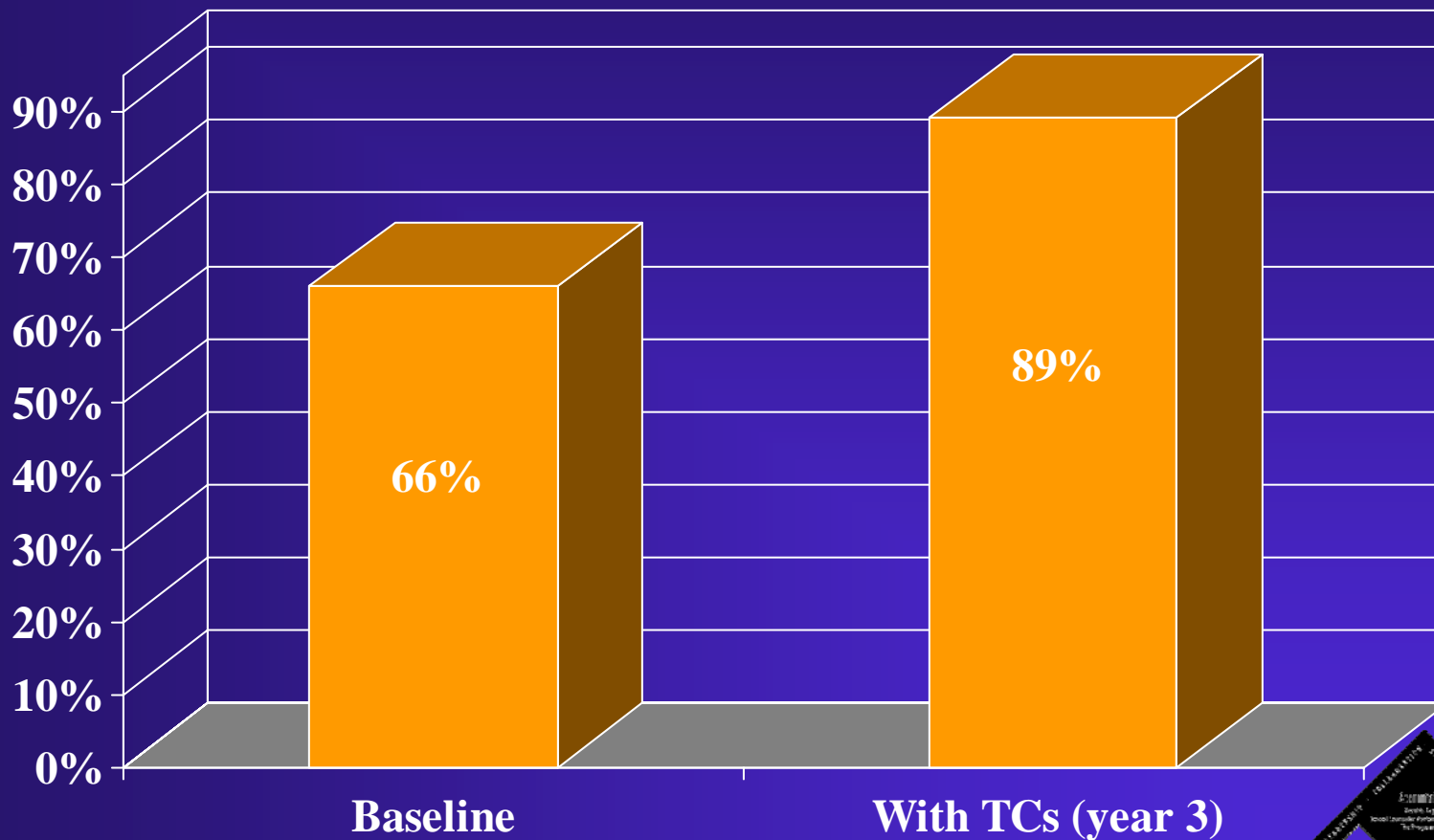


# Transition Counselor Results

*WCPSS School Counselors Get Results!*

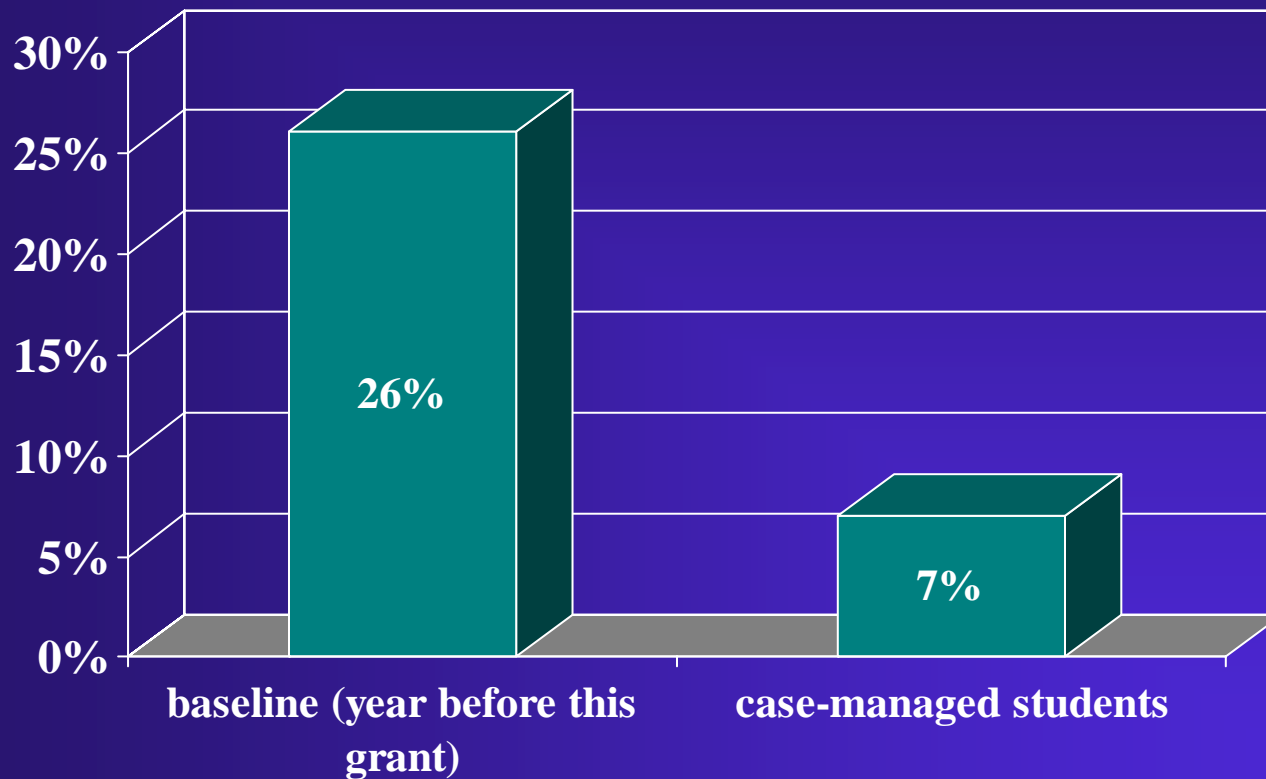


# LTS Re-enrollment Rates



*WCPSS School Counselors Get Results!*

# Students who were LTS'd again—after re-enrolling



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# Evidence of Academic Success

- High school students served by transition counselors scored 'higher than expected' on EOCs, using the ABC prediction model.



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# Bottom Line...

- ✓ Attendance Improved
- ✓ Behavior Improved
- ✓ Academics Improved



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# What does the ASCA National Model do for your school?

1. Helps school counselors develop a better program for ALL students.
2. Clearly shows how school counseling efforts are contributing to the system goal.



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All this will not be finished in the first one hundred days. Nor will it be finished in the first thousand days, nor in the life of this administration, nor even perhaps in our lifetime on this planet.

***But let us begin.***

– John F. Kennedy



***WCPSS School Counselors Get Results!***

