

PAJARO VALLEY UNIFIED SCHOOL DISTRICT

A DEVELOPMENTAL CONTINUUM
FOR COUNSELORS

Aligned with the
American School Counselor's Association National Model

Introduction

- The professional school counselor is a student advocate, a leader, a collaborator and a systems change agent.
- All counseling curriculum, events and interactions are designed to promote student success in academic, career and personal/social development as per national and state standards. To that end, counselors work closely with staff, students, families and the community to implement a highly effective counseling curriculum for all students.
- School counselors strive to spend a majority of their time (approximately 80%) in direct service to students, staff, and families as recommended by The American School Counselors Association. 1
- This continuum for counselors is written to ensure student success. Counselors will use the Continuum for self-assessment and will take into account district and site goals to develop individual counselor District Goals or Area of Investigation.

1 American School Counselors Association. (2003). *The ASCA national model: A framework for school counseling programs*, Alexandria, VA, American School Counselor Association.

DELIVERY SYSTEM: The way in which counselors deliver services

	Beginning	Emerging	Applying	Integrating	Innovating
<p><u>Guidance Curriculum:</u> Provide every student with the knowledge and skills appropriate to their developmental level.</p> <p>ENGAGING</p>	<p>Delivers prepared information on academic, career and personal/social guidance in group activities and classroom instruction with assistance from other staff.</p>	<p>Participates in the design and implementation of parent workshops to promote student academic, career and personal/social development.</p>	<p>Provides academic, career and personal/social guidance through classroom instruction, group activities and parent workshops in collaboration with others.</p>	<p>Builds and extends the counseling program. Actively seeks additional resources for students and families to meet identified needs.</p>	<p>Facilitates regular opportunities for students, families and staff to design and implement guidance curriculum.</p>
<p><u>Individual Student Planning:</u> Coordinates ongoing systematic activities designed to assist individual students in establishing personal goals and developing future plans.</p> <p>PLANNING</p>	<p>Meets individually with each student to develop his/her four year plan based on information provided.</p>	<p>Utilizes student goals, interests, abilities, skills and achievement to create the plan. Is able to elicit a wide range of information using questioning and dialoging skills.</p>	<p>Develops students' four year plans based on students' abilities, interests, skills, achievement level, and goals (personal, academic, career) and monitors the plans.</p>	<p>Coordinates activities that help all students plan and monitor their own learning in the areas of academic, career and personal/social growth. Develops curriculum to improve effectiveness of individual sessions with students.</p>	<p>Collaborates with staff, students and families to build student capacity to monitor and manage their individual plans.</p>
<p><u>Responsive Services:</u> Designs activities to meet immediate needs of students through counseling, consultation, referral, peer mediation or information.</p> <p>SUBJECT MATTER</p>	<p>Knows where to find the information for the students and families in need.</p>	<p>Develops own resources to respond to immediate needs of students and families. Makes personal contacts with referral agencies. Provides guidance to students to ensure follow through on referrals.</p>	<p>Responds to immediate student and family needs based on thorough knowledge of cause, motivation and potential effect. Communicates to all appropriate staff in a timely manner.</p>	<p>Notices the more subtle warning signs of needs and has multiple strategies with which to respond to immediate needs.</p>	<p>Uses multiple methods to ensure accessibility to students and families. Possesses extensive and thorough knowledge of resources to facilitate effective interactions with students and families in most any location.</p>

DELIVERY SYSTEM: The way in which counselors deliver services

	Beginning	Emerging	Applying	Integrating	Innovating
<p><u>System Support:</u> Designs administrative and management activities that establish, maintain and enhance the total counseling program.</p> <p>PROFESSIONAL EDUCATOR</p>	<p>Attends department/leadership meetings. Communicates necessary information regarding the counseling curriculum.</p>	<p>Attends and participates in department/leadership meetings to facilitate implementation of counseling curriculum.</p>	<p>Communicates with staff using a variety of methods to ensure that all members have information about the counseling program and that the counseling curriculum is implemented.</p>	<p>Provides professional development for staff as needed. Consults with staff to improve counseling services and the counseling curriculum.</p>	<p>Provides professional development to staff. Collaborates with staff to ensure students' academic, career and personal/social success.</p>

MANAGEMENT SYSTEM: The “when, why, whom and on what authority” of the program

	Beginning	Emerging	Applying	Integrating	Innovating
<p><u>Program Coordination:</u> Works with staff that provide site counseling services to effectively coordinate services to all students.</p> <p>PROFESSIONAL EDUCATOR</p>	<p>Interacts primarily with site leadership for counseling and designated support staff, if available, to promote personal/social, and academic success for students. Learn about community resources.</p>	<p>Interacts with department chairs and other faculty to ensure student progress, appropriate placement, course alignment and to clarify course prerequisites. Have knowledge of community services and maintain current updates and refinements of resources.</p>	<p>Communicates and works directly with department chairs, program coordinators, clerical staff, and families to promote effective counseling services in the areas of personal/social, career and academic development.</p>	<p>Obtains additional resources from the community to expand counseling services. Seeks opportunities to communicate and coordinate with other programs on site. Initiates and integrates the development of coordinated support services.</p>	<p>Collaboratively plans and implements counseling curriculum with site leadership and key staff throughout the school. Collaborates with families, school community, and surrounding community to foster family networks.</p>
<p><u>Student Monitoring:</u> Monitors student achievement data, achievement related data, standards data and competency related data to ensure that all students receive what s/he needs to achieve success in school.</p> <p>ASSESSING</p>	<p>Identifies and responds to individual student needs based on available data.</p>	<p>Expands knowledge of data bases and available resources. Begins to identify some group patterns based on available data.</p>	<p>Independently accesses a variety of data resources to monitor student success. Identifies patterns within the data for use with individuals and with groups of students to foster success in academic, career and personal/social goals.</p>	<p>Guides individual students in self-monitoring and applying aspects of their academic, career, personal/social development.</p>	<p>Fosters staff and families to provide support, resources and techniques for students to learn self-monitoring skills for their own academic, career and personal/social development. Builds student leadership capacity to support cadres of students.</p>

MANAGEMENT SYSTEM: The “when, why, whom and on what authority” of the program

	Beginning	Emerging	Applying	Integrating	Innovating
<p><u>Calendar Development:</u> Works with school leadership and other staff to develop and communicate a calendar of counseling curriculum events.</p> <p>PROFESSIONAL EDUCATOR</p>	<p>Knows the dates/times of counseling events and communicates those events to their caseload of students and families. Attends counseling events.</p>	<p>Provides input on calendar of events and participates in the planning and implementation of events. Assists in the communication and coordination of counseling events to staff.</p>	<p>Plans counseling events and ensures that these events are coordinated with the school calendar and in alignment with the school plan. Ensures that the curriculum is communicated to all staff and students.</p>	<p>Utilizes a variety of methods to communicate the counseling curriculum and events to students, families, and staff. Enhances and expands the curriculum based on identified student and family needs.</p>	<p>Works with school, district, and community leadership to articulate and integrate counseling curriculum into the school program systemically.</p>

ACCOUNTABILITY SYSTEM: The effectiveness of the counseling program in measurable terms

	Beginning	Emerging	Applying	Integrating	Innovating
<p><u>Collection of Data:</u> Collects data to effect change within the school system and to ensure that every student receives the benefits of the counseling program.</p> <p>ASSESSING</p>	Documents interactions including interventions, parent-student contacts.	Begins to utilize the primary data collection system(s).	Has a system for collecting data and routinely utilizes that system in support of students and families.	Builds upon own knowledge of data collection systems.	Seeks systems that will make data collections more effective.
<p><u>Use of Data:</u> Uses data to effect change within the school system and to ensure that every student receives the benefits of the counseling program.</p> <p>ASSESSING</p>	Identifies issues based on data analysis and discusses possible interventions with school leadership and key staff members.	Shares trends that emerge from data. Works with appropriate school leadership to develop interventions.	Maintains ongoing data analysis. Collaborates with staff to develop interventions and reviews results regularly.	Knows when and how to disaggregate data to ensure equity and access to the counseling program for all students. Meets with leadership and key individuals to design multiple approaches to meet identified needs.	Collaborates with the school community to drive counseling program and school wide change. Bases decision making on a thorough understanding of a wide variety of disaggregated data.