

PAJARO VALLEY UNIFIED SCHOOL DISTRICT

**A DEVELOPMENTAL CONTINUUM
FOR MIGRANT EDUCATION
COUNSELORS, SECONDARY**

Aligned with the
*Guidelines for Migrant Counselors and
American School Counselors Association Standards*



Introduction

- The professional migrant school counselor is a student advocate, a leader, a collaborator and a systems change agent.
- All migrant 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, migrant counselors work closely with staff, students, families and the community to implement a highly effective migrant counseling curriculum for all students.
- Migrant 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 migrant counselors is written to ensure student success. Migrant counselors will use the Continuum for self-assessment and will take into account district and site goals to develop individual Migrant 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.

Understanding and organizing subject matter knowledge

Secondary Migrant Teachers			Knows graduation and university entrance requirements.		Communicates knowledge of graduation requirements, university requirements, district policy, and related legislation.
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Planning instruction and designing learning experiences for all

Elementary & Secondary Migrant Teachers	Accesses academic plans to discuss educational and career and educational options with students		Develops and records academic plans for students, discusses educational and career pathways with students.		Empowers students and parents to develop and modify academic plans, uses assessment tools to determine educational and career pathways.
Secondary Migrant Teachers	Is aware of graduation and university requirements		Informs individual students of graduation and university requirements, and career options.		Makes interactive and technological presentations to inform students and parents of relevant requirements.
All Migrant Teachers	Documents services to migrant students on the Archive Database		Verifies accurate documentation of services weekly		Uses provided evaluation tools to ensure accurate documentation of services
Secondary Migrant Teachers	Participates in training and demonstrates use of technological resources		Uses technological resources frequently to monitor and support students.		Empowers students and parents to utilize technology to monitor progress.
Secondary Migrant Teachers	Is familiar with a variety of resources in community which are available to students		Refers students to access resources within the educational and business communities		Creates and participates in programs that give students access to the resources of educational and business communities.

Assessing Student Learning

Elementary & Secondary Migrant Teachers	Has a basic knowledge of assessment results.		Frequently uses knowledge of assessment results to develop services to meet student need		Consistently utilizes assessment results to determine student needs and appropriate placement and support.
Secondary Migrant Teachers	Attends Student Study Teams of all migrant students.		Participates and advocates for migrant students in Student Study Teams		Participates in Student Study Teams as an advocate for the needs of students, ensuring the development of an effective academic plan
Secondary Migrant Teachers	Accesses Migrant Archive website to view assessment information for migrant students		Access with Migrant Archive Website to document services provided.		Utilizes Migrant Archive Website to determine student need and develop a comprehensive academic plan for each student.

Developing as a professional educator

Elementary & Secondary Migrant Teachers	Presents a minimum of seven parent presentations a year.		Communicates with parents regarding student progress reporting periods. Advises parents on how to support their student.		Develops and delivers monthly curriculum that will empower parents to be active participants in their student's education.
Elementary & Secondary Migrant Teachers	Works with teachers		Discusses curriculum and instruction issues with classroom teachers on an ongoing basis.		Collaborates in the development and implementation of effective instruction.
Elementary & Secondary Migrant Teachers	Calls parents of students who are at risk		Maintains ongoing contact with parents of at risk students and discusses available option and resources		Acts as liaison and advocate for migrant students and their parents to provide resources.
Secondary Migrant Teachers	Is aware of ongoing events and decisions that relate to the Guidance team.		Attends meetings of the school Guidance team.		Actively participates in decision-making process of the guidance and instructional teams of the school.

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>

DELIVERY SYSTEM: The way in which counselors deliver services

	Beginning	Emerging	Applying	Integrating	Innovating
<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>
<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 pre-requisites. 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>	<p>Documents interactions including interventions, parent-student contacts.</p>	<p>Begins to utilize the primary data collection system(s).</p>	<p>Has a system for collecting data and routinely utilizes that system in support of students and families.</p>	<p>Builds upon own knowledge of data collection systems.</p>	<p>Seeks systems that will make data collections more effective.</p>
<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>	<p>Identifies issues based on data analysis and discusses possible interventions with school leadership and key staff members.</p>	<p>Shares trends that emerge from data. Works with appropriate school leadership to develop interventions.</p>	<p>Maintains ongoing data analysis. Collaborates with staff to develop interventions and reviews results regularly.</p>	<p>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.</p>	<p>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.</p>