

## ASCA Analysis – Supplemental to ASCA Summary

### 1. Where we are now & Where we need to be

#### **Foundation**

Now: We are part way there.

- Philosophy, beliefs and mission statement have been written for CRHS.
- ASCA domains are already reflected in the PLC model.

Future:

- Combine CRHS beliefs, philosophy and mission statement with ASCA domains and competencies to form our own School Counseling beliefs, philosophy and mission statement.

#### **Delivery System**

Now: We are half way there.

- Guidance curriculum
  - We already have guidance curriculum in place used through the advisories, and we have administrator and staff buy in – the curriculum just aren't adapted to the ASCA model.
- Individual counseling
  - Via 4-yearplans and 2x/year student meetings we are systematically approaching educational planning
- Responsive services
  - We do meet immediate needs of students through counseling, consultation, referrals, and information, but not peer counseling.
  - Pyramid of intervention is a big plus
- System support
  - Doing great here as far as ASCA is concerned. PLC model has us collaborating, and working as a community. Also the grief management training provided promotes professional development.

Future

- Guidance curriculum
  - Take existent advisory guidance curriculum and adapt it to the ASCA model so that it is a) domain based, b) based on student needs, and c) utilizing pre- and post-tests. Consider using curriculum cross walking tool.
- Individual counseling
  - Eventually develop a systematic approach for helping students understand their grades and test scores.
  - Some day present what we are doing to the board.
- Responsive services
  - Can deepen referral system by streamlining with counselors, and sharing with public
  - Consider adding a peer counseling program
- System support
  - Eventually provide more staff development.

## Management System

Now: again, we are on the way there.

- School counselor administrator agreements
  - Agreements between counselors and administrators seem to exist but could use refinement.
  - Good that we already are broken down by alphabet, and that administrators and counselors know what they are responsible for in terms of AP Testing, Scholarships, etc.
- Advisory council
  - There is no advisory council in place yet.
- Use of data and student monitoring
  - We are monitoring students via the watch list.
- Use of data and closing the gap action plans
  - We do not disaggregate data to see who is struggling, although we do have a low diversity, which is probably in part why.
- Use of Time/calendar
  - We do not know how much time is spent on each of the delivery services yet, and do not keep a list of our duties.
  - We do have the advisory schedule available, so that is a start.
  - We do not currently keep a master schedule, nor post schedules on the doors

Where we want to be:

- School counselor administrator agreements
  - Use ASCA management agreement and discuss how principal will monitor your success.
- Advisory council
  - May eventually want to form one with at least one parent, teacher, counselor, etc and meet 2x a year, once going over annual audit together.
- Use of data and student monitoring
  - Could improve by making sure students know how to monitor their own success, and know where to find their records.
- Use of data and closing the gap action plans
  - Disaggregate data so we know who is struggling.
  - Based on that information, use the ASCA Closing the Gap Action Plan to guide delivery services aimed at making our school more equitable.
  - When using the ASCA Action Plans, aligning goals with ASCA standards will happen automatically.
- Use of time/calendar
  - Make a list of our duties, and get it approved, then publish online.
  - Figure out how much time is spent on each of the delivery system services and compare with suggested allotments for high school counselors.
  - Create master calendar and post.
  - Post weekly and monthly schedules on doors in counseling department.

## **Accountability**

Where we are now:

- Results reports – we do some measuring already
- Counselor evaluations – Already evaluated. Administrators already look at how you communicate with others, program management, professional growth, advocacy and leadership to some extent – albeit they are using a teachers evaluation form temporarily.
- Program audits – done annually by interns, but no commitment yet from staff to ongoing process

Future:

- Results report – just need to take it to the next level
  1. Justify our interventions using data using programs that
  2. Align with ASCA competencies and domains, and
  3. Report who you are helping, when, how, why, and how success will be evaluated
  4. Give final results
- Counselor evaluations
  - Make sure new counselor evaluation implements ASCA foundation and delivery system.
- Program audit
  - Staff adapts and audits annually with interns. Possibly with a committee.

### 2. Who are our partners?

- A. Other counselors and interns / PLC
- B. Administration
- C. Teachers/advisors who implement guidance curriculum through advisories

### 3. How to get there

#### **Foundation**

1. Revise mission statement and beliefs to reflect ASCA model, get approval, and post.

#### **Delivery System**

1. Adapt existing guidance curriculum to ASCA model using the crosswalking tool
2. Do pre- and post-tests for guidance.
3. Do beginning of year needs assessment for students. If you can get everyone online, consider using survey monkey.

#### **Management System**

1. Use management agreements with principal.
2. Begin to disaggregate data so you have it to guide and justify program delivery.

## **Accountability**

1. Use existent data to explain our programs and interventions
2. Begin to do an annual audit with interns as a team, and consider an eventual counseling committee.
3. Make a list of counselor duties, and get approved.
4. Update website with calendars, mission statements, and list of counselor services.
5. Make a master calendar.
6. Put weekly schedule on doors.

### 4. How do we know when we are there?

- We'll have a mission statement and beliefs for our department.
- We'll have our advisory curriculum aligned with ASCA.
- We will have a list of counselor duties.
- We'll have a master schedule.
- Pre and post tests will be developed along with advisories.
- Some data will be disaggregated and discussed to see how it affects our programs.
- Annual audits will be done.