



Public Schools of North Carolina

Preparing Educators to Support Career and College Readiness

Recommendations of the North Carolina
School Counseling Strategic Leadership Team

North Carolina School Counseling Strategic Leadership Team

Preliminary work shared with the SBE in Friday Updates in August of 2016

NC School Counseling Strategic Leadership Team

Mission - To strengthen schools in graduating students who are truly future-ready by enhancing the capacity of school personnel, especially school counselors and school administrators, in fostering college-going cultures.

How we got here

• In May 2014, senior White House staff convened a listening and learning session on school counseling with experts from higher education, nonprofit, and professional organizations in relation to the White House Reach Higher initiative to promote college access for all students. This session examined the challenges and opportunities for school counselors to support students' college aspirations.

• On July 1, 2014, First Lady Michelle Obama spoke about the Reach Higher initiative and the importance of school counselors at the American School Counselor Association national conference.

• On July 28, 2014 a special White House convening at Harvard University focused on maximizing school counselors' impact and influence on college enrollment.

• On November 17 and 18, 2014, representatives from North Carolina attended the invitation-only White House Convening in San Diego on Strengthening School Counseling and College Access, and proceeded to develop plans to convene a North Carolina team to strengthen K-12 schools in graduating students who are truly future-ready by enhancing the capacity of school personnel.

• On September 29, 2015, after several months of identifying stakeholders and planning, a state team was convened to begin reviewing the needs, solidify goals and objectives, and start the discussion on how to make the goals and objectives for future-ready students realities. In 2016, the team has continued their work of determining effective strategies and recommendations.

In the fall of 2014, North Carolina had a team of four attend the invitation-only White House Convening related to the First Lady's Reach Higher Initiative which seeks to inspire every student in America to take charge of their futures by completing their education past high school, whether at a professional training program, a community college, or a four-year college or university. This collaborative team was representative of the NC Department of Public Instruction (Cynthia Floyd, School Counseling Consultant), the College Foundation of NC (Gwen Roulhac, CFNC Director of Professional Development), and the NC School Counselor Association (Vanessa Barnes, Past-president, and Christina Welch, President).

During the two labor-intensive days of reviewing and identifying both formal and informal NC data, needs and barriers to students receiving the needed guidance to graduate from high school college and career ready, the discussion kept coming back to school counselors needing more pervasive preparation in being effective in college and career advising, school administrators needing stronger knowledge of how to most effectively utilize school counselors to promote student success, and both needing to be better equipped to create K-12 college going cultures. As a result, the team of four began planning pre-service and in-service goals and objectives to support North Carolina school counselors and school administrators, including creating a state team that could help make these goals and objectives realities.

By 2020, 65% OF JOBS IN THE NATION AND 67% OF JOBS IN NC WILL REQUIRE POSTSECONDARY EDUCATION
- Georgetown University Center on Education and the Workforce

...e identified and received an invitation letter from member of the North Carolina School Counseling in September of 2015 and has continued to preparing students and to move forward in schools in graduating students who are truly future-school counselors and school administrators, in following subcommittees have been formed:

IN A 2015 NC DPI SURVEY, 75.7% OF SCHOOL ADMINISTRATORS INDICATED PRE-SERVICE TRAINING ON SCHOOL COUNSELOR ROLES IN COLLEGE SCHOOL ADMINISTRATOR PREPARATION PROGRAMS WOULD BE BENEFICIAL IN THE IMPLEMENTATION AND EVALUATION OF NC PROFESSIONAL SCHOOL COUNSELOR STANDARDS.

...sioners will graduate from NC higher programs with knowledge and skills to promote College and Career Readiness

...nistrators will graduate from NC ation programs with knowledge and ing of the effective, appropriate roles ounselors and of supporting a college-

...umber of trained CCCCI facilitators e of 6 – 12 online CCCCI modules t pre-service version of CCCCI nary K- 5 version of CCCCI module

...l administrator understanding of l and effective roles of school rder to enhance their capacity to ol counselors to support students

...SCHOOL SYSTEM GRADUATES FROM HIGH UMENT, EVERY DAY HAS EXCELLENT EDUCATORS.

...hristie Lynch Ebert, Section Chief /christie.lynchebert@dpi.nc.gov

...Tiffany Perkins, Ed.D., Director /e/tiffany.perkins@dpi.nc.gov



North Carolina School Counseling Strategic Leadership Team

November 2014 White House Convening on Strengthening School Counseling and College Access

- Representatives of NCDPI, NCSCA and UNC GA/CFNC attended collaboratively
- The focus of the Convening sought to develop strategies to inspire every student to complete education beyond traditional high school



North Carolina School Counseling Strategic Leadership Team

- School counselors need more pervasive preparation in being effective in college and career advising,
- School administrators need stronger knowledge of how to most effectively utilize school counselors to promote student success, and
- Both need to be better equipped to create K-12 college-going cultures.



North Carolina School Counseling Strategic Leadership Team

- NC team began planning pre-service and in-service goals and objectives to support NC school counselors and school administrators
- Multidisciplinary state team was created and convened in September 2015 to help make these goals and objectives realities
- Team discussions led to adding career development coordinators as integral partners in this focus



NC School Counseling Strategic Leadership Team

Higher Ed. Counselor Educators	4
Higher Ed. Administrator Educators (one also local board of education member)	3
NC Community College Associate Director-Student Success Support Services	1
District Administrators (Superintendent, Director of Student Services, Principal/NCPAPA)	3
State-wide College Access Programs <ul style="list-style-type: none"> • 3 UNC General Admin (CFNC and GEAR UP) • NC Appalachian Collab. for Higher Ed (Pre-Enrollment Program Coordinator) • NC Education Assistance Authority (Assoc. Director for Outreach) 	4
Business <ul style="list-style-type: none"> • NC Department of Commerce, Workforce Solutions • NC Business Committee for Education 	2
NC School Counselor Association (NCSCA)	3
NC Department of Public Instruction <ul style="list-style-type: none"> • Consultant for School Counseling • Consultant for CTE/CDC • Educator Effectiveness Director of Educator Preparation • Educator Effectiveness Support Services Lead 	4



NC School Counseling Strategic Leadership Team Goals

Pre-Service

School counselors will graduate from NC higher education programs with knowledge and skills to effectively promote student career and college readiness.

School administrators will graduate from NC higher education programs with knowledge and understanding of supporting college-going cultures with high expectations for all students, and of the effective, appropriate roles of school counselors and career development coordinators.

In-Service

School counselors and career development coordinators will have increased access and opportunities for training to enhance skills to effectively promote student career and college readiness such as the SREB Go Alliance Academy online modules.

School administrators will have increased opportunities and participation in professional development on the effective utilization and professional roles of school counselors and career development coordinators and supporting college-going cultures with high expectations for all students.

Metrics for Measuring Outcomes

North Carolina will identify and utilize processes for analyzing student outcome metrics indicative of career and college readiness competencies impacted by initiatives and strategies implemented by school counselors and career development coordinators.



State Board of Education Strategic Plan Goals

Goal 1 – Every student in a NC Public School system graduates from high school prepared for work, further education and citizenship

Goal 3 – Every student, every day has excellent educators

State Board of Education Strategic Plan	
<p>Vision: Every public school student will graduate ready for post-secondary education and work, prepared to be a globally engaged and productive citizen.</p> <p>Mission: The State Board of Education will use its constitutional authority to lead and uphold the system of public education in North Carolina.</p>	
Goals	Objectives
1. Every student in the NC Public School System graduates from high school prepared for work, further education and citizenship	<ol style="list-style-type: none"> Increase the cohort graduation rate Graduate students prepared for post-secondary education Graduate students pursuing a Career and Technical Education (CTE) concentration prepared for careers Reduce the percentage of students needing remediation in post-secondary education Increase student performance on the state's End of Grade (EOG) and End of Course (EOC) Assessments and on the National Assessment of Educational Progress (NAEP)
2. Every student has a personalized education	<ol style="list-style-type: none"> Increase the number of students who graduate from high school with post secondary credit Increase the number of teachers and students using digital learning tools Increase the number of schools designated as Science, Technology, Engineering and Mathematics (STEM)- or Global Education-ready Increase the number of charter schools meeting academic, operational, and financial goals Decrease the percentage of Low-Performing Schools and Low-Performing School Districts in the State
3. Every student, every day has excellent educators	<ol style="list-style-type: none"> Develop and support highly effective teachers Develop and support highly effective principals Increase the number of teachers graduating from quality traditional and alternative educator preparation programs Increase the number of principals graduating from quality traditional and alternative educator preparation programs Increase the access to effective and highly-effective teachers for their higher-achieving and high-poverty schools relative to their higher-achieving and lower-poverty peers.
4. Every school district has up-to-date financial, business, and technology systems to serve its students, parents and educators	<ol style="list-style-type: none"> Provide all schools with sufficient wireless coverage to support 1:1 computing initiatives Use Home Base as an essential resource for instructional delivery and communications with parents and students Use State and federal funding according to State and federal laws and State Board of Education policies
5. Every student is healthy, safe, and responsible	<ol style="list-style-type: none"> Create and maintain a safe and respectful school environment Promote healthy, active lifestyles for students Decrease the number of students who are chronically absent, dropout, or suspended out of school Decrease violence and crime in schools



Preparing Educators to Support Career and College Readiness

Recommendations -

- build on strengths already in place in North Carolina K-12 and higher education
- correspond with the same categories as the goals
 - Pre-Service: Higher Education Preparation of School Counselors and Administrators
 - Post-Graduate In-service for School Counselors, Administrators, and Career Development Coordinators
 - Metrics for Measuring Outcomes



Pre-Service: Higher Education Preparation of School Counselors and Administrators

NC Department of Public Instruction –

- higher education program approval process for school counselor education programs
 - aligns with current NC Professional School Counselor Standards and includes requirements for preparing graduates in counseling and guidance in career and college readiness.
- higher education program approval process for school administrator preparation programs
 - requirements for instructing graduates on NC professional standards and best practices of specialized instructional support personnel/student support services



Pre-Service: Higher Education Preparation of School Counselors and Administrators

NC Department of Public Instruction –

- revise school counselor provisional licensing procedures for clarity and consistency,
- include higher education school counselor preparation program input regarding
 - additional courses required and
 - a post-master's certificate in school counseling verifying that the graduate student has met course requirements



Pre-Service: Higher Education Preparation of School Counselors and Administrators

NC Higher Education Preparation Programs

- school counselor preparation programs
 - provide instruction aligned with the NC Professional School Counselor Standards and
 - instruct graduates in counseling and guidance in career and college readiness.



Pre-Service: Higher Education Preparation of School Counselors and Administrators

NC Higher Education Preparation Programs

- school administrator/superintendent preparation programs include instruction
 - on creating college-going cultures with high expectations for all students and
 - on the professional standards and best practices for specialized instructional support personnel/ student support services, including effective roles of school counselors and CDCs in providing career and college counseling and guidance services.



Post-Graduate In-Service

Collaboration of the NC DPI, the UNC GA and the NC Community College System to coordinate in-service opportunities

- for school counselors and career development coordinators regarding career and college counseling and guidance
- for school administrators regarding creating college-going cultures and effective practices and professional standards for specialized instructional support personnel/ student support services



Post-Graduate In-Service

- UNC GA leverage the federal GEAR UP grant to support statewide school counselor and career development coordinator professional development.
- NC Department of Commerce NC Works incorporate school counselor and career development coordinator professional development as a workforce development strategy and coordinate information sharing across relevant agencies



Post-Graduate In-Service

- NC DPI provide clarifying information regarding how ESSA Title IV, Part A, Student Support and Academic Enrichment Grants (SSAEG) funds are appropriate for career and college readiness professional development for school counselors, career development coordinators, and school administrators.
- Identify additional means of supporting school counselors, administrators, and career development coordinators in career and college readiness.



Metrics for Measuring Outcomes

- Establish a means to identify, study, and share data connected to student career and college readiness outcomes and school counselors, school administrators, and career development coordinators.
- NC Department of Public Instruction shall encourage schools to consider career and college readiness data and goals in their review of school data and indicators for the development of their school improvement plans.



SREB Go Alliance Academy Modules

Building a College Going Culture for All Students

“I really enjoyed this course and the instructor was "EXCELLENT", communication was "EXCELLENT" and the professionalism of the group was "EXCELLENT".”

Financial Aid and College Applications

“There was a treasure trove of information much of which I have not seen prior to the course.”

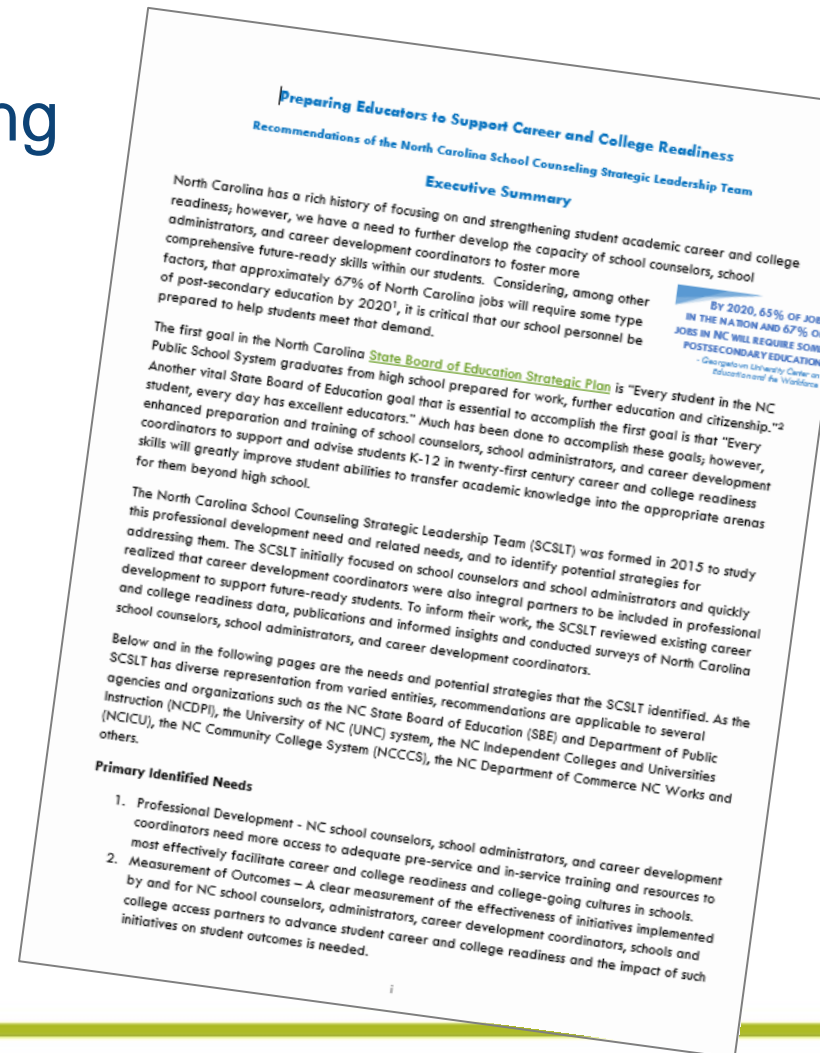
“I loved all of the resources that I can share with my students. This is exactly what I was looking for.”

“Loved that I was asked to make actual plans for the activities. That totally helped me in helping my new school/department this year!”



Preparing Educators to Support Career and College Readiness

- Work of the School Counseling Strategic Leadership Team continues
- Communication with stakeholders is on-going
- Components to be shared in more detail at future State Board of Education meetings



Any questions?

