



School Counselors

As Leaders:

Change The

Systems In Which

You Work



Jennifer B. Degruise, M. Ed.

Professional School Counselor-4 years

Montegut Middle School, Montegut, LA

Terrebonne Parish School District-9 years



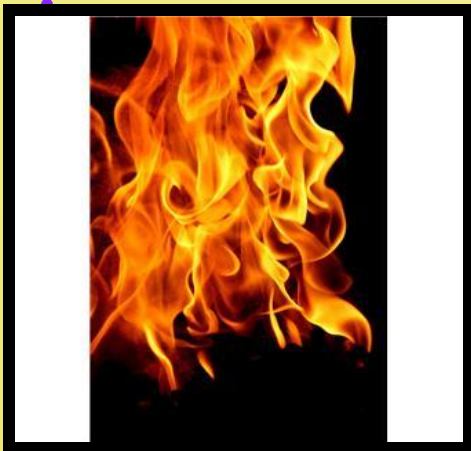
Tricks of the Trade



CAN LEAD TO



**The Spark that Ignites the Fire
Toward Proactive Change**



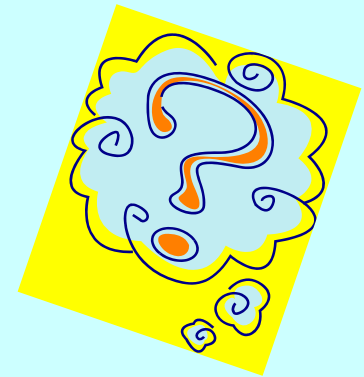
The Challenges That Accompany Change

- *Why Can Change Be Difficult?
- *What Are Some Of The Challenges We Face With Change/Advocacy, Regarding Our Profession?

What Is the Difference Between Being a Guidance Counselor



And
Becoming a



Professional School Counselor?

REACTIVITY VERSUS PROACTIVITY



**Just because it has always
been done this way,
does NOT make it right!!!**

-Jared A. Degruise-



IN THE BEGINNING...




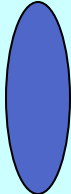

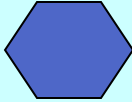
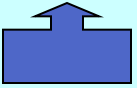

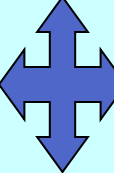
*Drowning in
Non-Counselor
Responsibilities*

In your own words, what is the purpose of the ASCA Model or Louisiana School Counseling Model?

- Allows for an increase in pro-activity instead of reactivity
- Allows data to drive possible effective changes in comprehensive services for students/systemic change
- Provides accountability
- Builds trust, rapport and relationships with entire school community
- Puts students first

Advocacy Ideas: Within Your School

- * Principal - Counselor Agreement
- * Sharing Your Weekly and Monthly Schedule with Your Faculty and Staff
- * Daily Log (Signed by Your Principal at the End of the Week)
- * Lunches, Recesses and Transitions / Get Away From Your Desk
- * Needs Assessments (Share Your Results and Build a Program from the Changing Needs of Your School Community)
- * Be a part of your School's Leadership Team
- * Professional School Counselor
- * Offer Teachers Your Services - You can Help Teach Lessons that Coordinate with Their Curriculum
- * PLC's (example - ODD, Suicide, Bullying Presentations) and Parent Nights - Stay Visible Within Your School Community
- * Get Respected Teachers on Your Side / Sing Your Praises
- * Have a Plan A, B and C
- * Present Difficult Ideas as if Already Approved!
- * Evaluate and Use Data! / Regular Review of Behavior, Academic and Attendance Reports
- * Stay a Little Late!

Needs Assessments   ,
Classroom Lesson Rotation Schedule
,
Grouping Classification System ,
Parent Night Flyer 
and
Anti-Bullying Boxes and Agenda 

Advocacy Ideas: Within Your District

- * Make Contact with Your District Supervisors (Face-To-Face Meeting , Letter)**
- * Work From the Top Down**
- * Form a Leadership Committee of School Counselors Who Share Your Passion and Vision / Work as a Team to Create Positive Change**
- * Professional Developments for Other Counselors**
- * Share Forms, Booklets, Etc. That You Have Created with Other Counselors in your District (PD 360)**
- * TASC**

TASC Agenda ,
Agenda for Parish
Counselor PD 

Advocacy Ideas: Within Your State

- * Remain Members of LCA and LSCA**
- * Consider Positions of Leadership at the State Level**
- * Attend BESE and Legislative Meetings When Needed**
- * Attend and Network at Conferences and Workshops**
- * Participate in LSCA/ASCA scene to share your hard work/creations for others to use**



**IF YOU WANT
SOMETHING YOU'VE
NEVER HAD,
YOU MUST BE WILLING
TO DO SOMETHING
YOU'VE NEVER DONE.**

- THOMAS JEFFERSON -



TRACKING FORMS



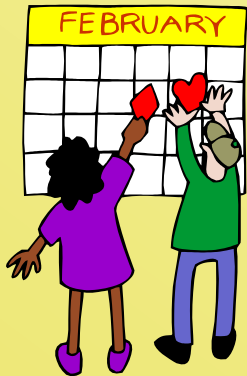
Principal/Counselor Agreement



Mock Schedule



Weekly Tracking Form



Monthly Tracking Form



Daily Student Log



Action/Lesson Plan

FREE to
DOWNLOAD

Google Calendar



Things you can do with it:

1. Share your schedule-specify who you want to have access to your schedule
2. Get your calendar on the go-can access is from anywhere on your tablet or phone
3. Never forget another event
4. Send invitations and track RSVP's
5. Sync with desktop applications such as outlook
6. Work offline-airplanes





Challenges / Questions I've Encountered On My Journey



This is just the way things have always been done around here.

-OR-

Our Guidance Counselors have been doing it this way for years.

- Does this make it right?
- Is the task/responsibility in the best interest of your students? Is it proactive?
- Is there someone else better fit to accomplish this task, while you conduct more proactive services for your students?
- If you are not “truly” busy...someone will make you busy! (Although you might not like or appreciate what they make you busy with!)
- Keep in mind that the more paper related tasks you do, the more paper related tasks you will be given. We are what we eat!
- It's okay to say no sometimes!!!

***If I don't do testing/master schedule/SBLC chair, who will?
We are short-staffed and everyone has to take on extra
jobs/responsibilities to help out.
I would feel bad if I didn't do it.***

- * Remember fair share
- * Keep your priorities straight. Students first!
- * Let a secretary do a secretary's job. (I mean this in the nicest way!)
- * Come in early or stay late, but while students are around, you should spend most of your time building relationships with them.
- * Jenn's 1st year story...No one's crying or quitting over slow changes in shuffling of responsibilities!
- * Take Baby Steps - It takes 3-5 years to implement a comprehensive school counseling program. Advocate for change a little at a time. Remain positively persistent!
- * Know who you are working with and consider the best way to approach your ideas to this person.

Where there is a will...There is a way!

My Principal is very controlling and hard to work with. He/she will never let me go into classrooms or change some of my current responsibilities.

- * Plan and present ideas as if they were already approved.
- * Data, data, data!!! It is hard to dispute data! Needs assessments with faculty, parents and students, discipline, academic and attendance report, etc...
- * Principal/Counselor agreement at the start of the school year...better yet the end of last school year or during the summer. This leads to better planning, communication and rapport.
- * Try and try again...As we tell the kids...You should always have a Plan B and C!

I'm old school. We didn't have the Model to learn about when I went to college. The kids know where I am if they need me. If I'm not in my office and there is an emergency, they won't know where I am.

- * Reactive thinking vs. proactive thinking.
- * **If a student has a problem and comes to you...the problem has already occurred.** Proactive programs might help to eliminate some reoccurring issues. (small groups, classroom lessons, school-wide presentations, etc...)
- * You can't build a relationship behind a computer or sitting in an office all day.
- * Weekly Schedules/Calendars to stakeholders and consistent counseling procedures that are explained to all staff at the start of school, will help with emergency situations.
- * Use data to help you assess the changing needs of your school, to help you build a proactive program.

**What's the difference between being called a
Guidance Counselor and a
Professional School Counselor?
Who cares?**

Hopefully, you care...It's a new way of thinking.

It's a feeling from within you.

It's a desire to be around others.

It's a positive change in our profession.

Professional School Counselor* vs. *Guidance Counselor

- ❖ *Service-Centered Approach* → *Comprehensive Program*
- ❖ *Reactive/Putting out fires* → *Proactive*
- ❖ *Evaluation and Accountability / Systemic Change*
- ❖ *Proof of how students are different because of what we do*

Needed School Counseling Changes

(ASCA, 2002)

From Counselors who:

To Counselors who:

Focus on good intentions.	Focus on accomplishments.
Talk about how hard they work.	Talk about effectiveness.
Generally feel little need to change their behavior or approach.	Know that their future rests on continuous improvement.
Use intuition to design programs and interventions.	Use data to design and evaluate programs and interventions.

*I am split between schools.
It's impossible to incorporate the Model.
There is just not enough time or
Counselors.*

- * You still need so many hours of each component each week/month. Make a “mock schedule” to help you plan.
- * Principal/Counselor Agreements
- * Weekly / Monthly Schedules to Staff

I have done the same type of group for years now. If I use data, and the data does not show positive results, then what...I'm scared!

I can understand being nervous, but...

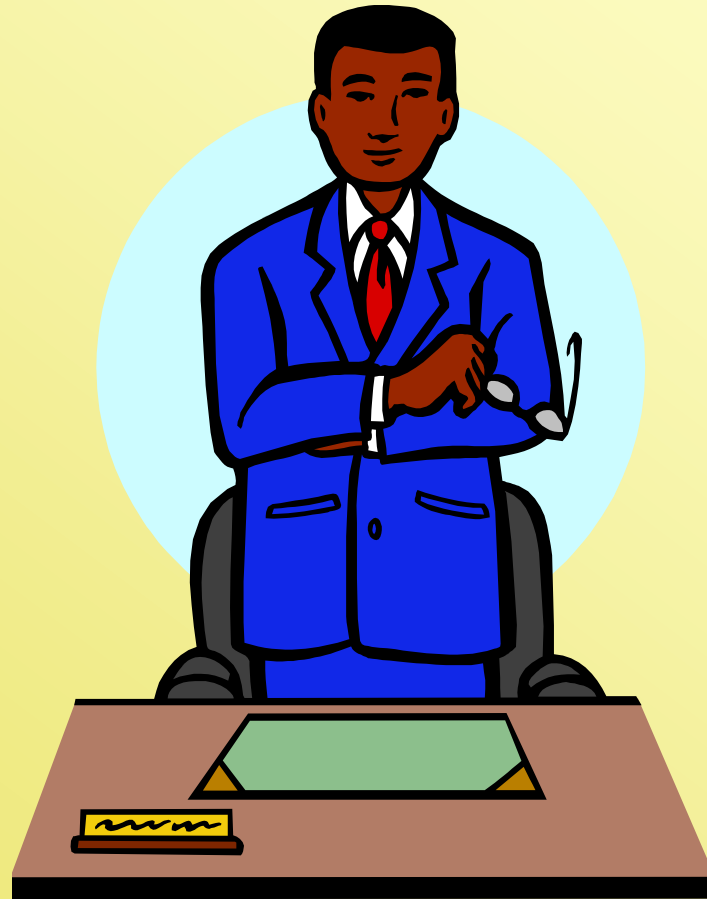


What are comments/concerns
that you have encountered
thus far?



How have you overcome
them?

Principal Comments

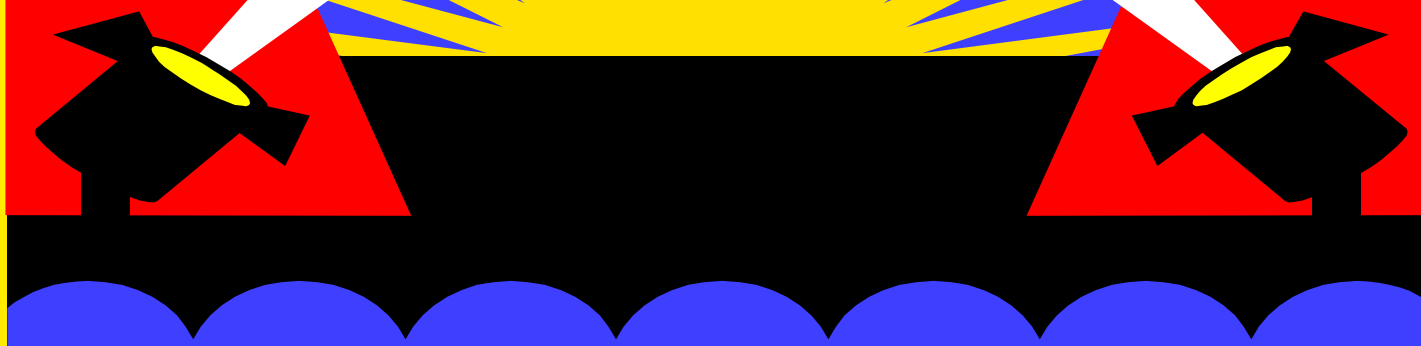


“Don’t tell me the sky is the limit
when there are
footprints on the moon!”
-Brandt Paul, artist-



Introducing...

Mrs. Denise Latour



During the 12-13 school year counselors were evaluated based on the rubric for teachers. I would like to share with you information about the Louisiana Counseling Model (LaSCM) and the Compass rubric for Louisiana School Counselors. Below is a synopsis and some websites with additional information. I would like to meet with you personally to discuss implementing the LaSCM and evaluating school counselors using the School Counseling Rubric.

The LaSCM was developed to move the counseling departments from the old "guidance counselor" student services model which was reactive to a more proactive student services model. With this new model school counselors would implement programs that would prepare students to meet the college and career ready initiatives. These programs would be comprehensive in scope, preventative, proactive and developmental in design. The three domains covered include academic achievement, career development and personal/social growth. Under the LaSCM, school counselors would be providing services to all students. Examples of the school counseling model at the high school level based on % of time and activities are:

15-25% - conflict resolution, goal setting, learning styles, school success, test taking skills, bullying

25-35% - individual graduation plans, scheduling, middle to high school transition, scholarships, post-secondary planning, academic improvement, career fair

25-30% - individual counseling, crisis intervention, parent conferences, agency referrals, small group interventions

15-20% - system support

Information on the LASCM that the Department of Education implemented in 2010 can be found at <http://www.louisianaschools.net/lde/uploads/20286.pdf>.

Compass rubric for school counselors can be found at <http://www.louisianaschools.net/lde/uploads/20165.pdf>.

Thank you for considering my request and I look forward to discussing this important initiative with you further. I believe school counselors have the ability to improve student outcomes.

Denise

Denise Latour, M.Ed., NCC

School Counselor

Jenn's Final Words of Wisdom...

Do NOT be afraid to open your mouth!

ASK QUESTIONS!!!

If you believe in it...Find a way!

**Work as a Team with other positive,
interested individuals.**

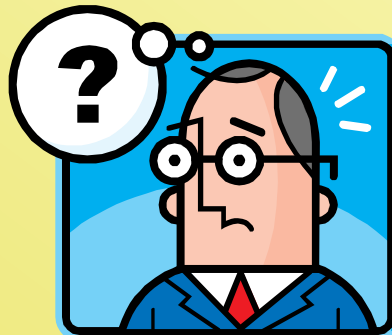
**Get to know your Supervisors in your
Parish.**

Advocate to keep students first!

**Get your name (and passion) out there.
Good will come out of it!**



COMMENTS AND QUESTIONS



That's All Folks!!!



Jennifer B. Degruise
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*Best wishes as you journey towards a
more proactive, comprehensive student
centered school counseling program!*