

**CONEWAGO VALLEY
SCHOOL DISTRICT**

PA CHAPTER 339

**SCHOOL COUNSELING
PLAN
2022-2023**

**Chapter 339 K-12 Guidance Plan Outline
CONEWAGO VALLEY SCHOOL DISTRICT
SCHOOL COUNSELING PLAN**

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 - c. Personal/Social Domain
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 - b. Consultation
 - c. Collaboration
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 - c. Personal/Social Domain
2. Individual Planning
 - a. Academic Domain
 - b. Career Domain
 - c. Personal/Social Domain
3. Prevention, Intervention, and Responsive Service
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Chapter 339 K-12 Guidance Plan Outline
 CONEWAGO VALLEY SCHOOL DISTRICT
 SCHOOL COUNSELING PLAN

1. SCHOOL COUNSELORS

	Counselor/Student ratio	Assignment
Lisa Miller, School Counselor	1/510	Conewago Township Elementary (K-3)
Eric Bowden, School Counselor	1/587	New Oxford Elementary (K-3)
Rebecca Wildasin, School Counselor	1/422	Conewago Valley Intermediate (5-6)
Abby Reichart, School Counselor	1/446	Conewago Valley Intermediate (4-5)
Adrienne Herndon, School Counselor	1/300	New Oxford Middle (7-8)
Laurie Miller, School Counselor	1/306	New Oxford Middle (7-8)
Shannon Mannino, School Counselor	1/301	New Oxford High (9-12) A-G
Alexandra Karkuff, School Counselor	1/314	New Oxford High (9-12) F-K
Allison Evans, School Counselor	1/329	New Oxford High (9-12) L-Q
Mark Rodrigo, School Counselor	1/320	New Oxford High (9-12) R-Z
Joe Connolly, Career Counselor		New Oxford Middle and High (7-12)
Kelly Kuhn, Para-professional		New Oxford High (9-12)
Nancy Brown, Guidance Secretary		New Oxford High (9-12)
Sharon Hagerman, Guidance Secretary		New Oxford High (9-12)

2. SCHOOL-COUNSELING DEPARTMENT MISSION STATEMENT, CORE BELIEFS, AND PHILOSOPHY

MISSION STATEMENT

The mission of the Conewago Valley School District (CVSD) School Counseling Department is to support our school district’s educational mission by providing a comprehensive school-counseling program which will prepare each student to reach his or her fullest academic, career, and social-emotional potential, giving equity and access for all students

CORE BELIEFS

- Every child deserves acceptance and respect.
- Positive relationships are vital to a student’s success.
- All students can learn and have a right to an education in a safe and positive school environment.
- School, home, students, and community should collaborate.
- Adults have the responsibility to aid in the development of the whole child in the social, emotional, academic, and career domains.
- All students should be prepared to be life-long learners and contributing members of society.

PHILOSOPHY

The CVSD School Counseling Department believes each student has the ability to make positive life choices that contribute to personal growth and self-actualization.

We believe an effective school counseling program should provide counseling, coordinating, and consulting services. Students, family, staff, and community members have an important role in the developmental growth of our students. Resources should be provided for all members of our educational community. Individual, classroom, and group programs should be implemented to engage students in the process of becoming productive citizens.

We believe continuous and comprehensive evaluation of the school counseling program will ensure that the needs of our diverse student population will be met.

3. PROGRAM GOALS

Goal for 2022-2023

Our Goal: To increase parental/guardian engagement/involvement through communication regarding school and community resources

How: Each building will determine how to best meet the need of their families

Measure: Number of opportunities of parental/guardian communication

Plan: Each building will establish opportunities for communication

Goal for 2021-2022

Our Goal:To use data from the PAYS (Pennsylvania Youth Survey) to strengthen our school and community. The Advisory Council will

review survey results to determine next steps for School Counseling programming. Concentration will be given to Social/Emotional well being. PAYS surveys will be conducted in October 2021; results will be analyzed in January 2022.

PREVIOUS GOAL (Academic)

Goal for 2020-2021

Our Goal: To monitor student engagement in hybrid learning/online platforms using grades and attendance data and to provide opportunities for students to increase their engagement in academic pursuits.

PREVIOUS GOAL

Academic, Career; Personal/Social

Goal for 2019-2020

Our Goal: *To provide evidence that the School Counseling department is meeting the Social/Emotional needs of students in order to enable students to become competent, confident, and creative builders of the future*

Elementary Grades K-3: Throughout the 2019-2020 academic school year, the Elementary School Counseling Department will introduce select coping skills strategies to recognize and regulate emotions (e.g. positive self-talk, talking to others, taking a break, taking care of oneself, avoiding negative self talk).

How: Recognize and reinforce student examples of positive self talk and appropriate coping skills through the use of our school-wide positive behavior program. Display examples of positive self talk and coping skills throughout the building. Provide instructional materials incorporated into classrooms (i.e., center rotations and Career Week activities) and utilize outside resources (Children’s Advocacy Center). Present examples of strategies through Core Essential morning announcements.

Measure: SRSS Data, Discipline Records, Attendance Records, teacher referral/feedback

Plan: Share out materials to teachers defining strategies for students to recognize and regulate emotions (following SRSS data review-October and reminders throughout the year). Display posters and student examples throughout the building defining coping skill strategies continuously throughout the school year. Provide instructional materials to be incorporated into classrooms in conjunction with the SRSS data review (October and January) as well as utilize outside resources (i.e., Speak Up Be Safe Lessons: September and February). Present examples via morning announcements daily.

Conewago Valley Intermediate School 4-6: Throughout the 2019-2020 academic school year, the School Counseling Department at CVIS will monitor how many students received services at each Tier of intervention for Social/Emotional needs to see if the number of students reflect the recommended percentages for each Tier per the Response to Intervention model. (Tier 1 = 100%; Tier 2 = 10-15%; Tier 3 = 0-5%)

How: To provide age appropriate services to students at CVIS at each Tier per the social/emotional needs of the students.

Measure: *Implementation of services will be measured at each Tier using the following guidelines:*

Tier 1: Ensure school-wide guidance curriculum meets all Social/Emotional standards as outlined in the ASCA Mindsets & Behaviors and Career Readiness Standards for Student Success and is administered to 100% of students.

Tier 2: Identify student social/emotional needs and provide appropriate services for these needs. Record the number of students serviced by Tier 2 interventions (group counseling, Check In Check Out) regarding Social/Emotional needs.

Tier 3: Identify student needs and provide access to appropriate services for these needs. Record the number of students serviced by Tier 3 interventions (alternative education classroom/Colonial Academy, School Based counseling services, SAP services, FBA/PBSP).

Plan: For Tier 1, provide school-wide curriculum to meet framework for Social/Emotional needs per ASCA model. For Tier 2 and Tier 3, use data (grades, discipline, attendance, school-wide screener, etc.) to identify students who need Tier 2 and Tier 3 services. Provide these services to appropriate students. Record number of students being serviced at each level. Compare percent of student body with ASCA model for percentage guidelines (Tier 1 = 100%; Tier 2 = 10-15%; Tier 3 = 0-5%).

New Oxford Middle School 7-8: Throughout the 2019-20 academic school year, the School Counseling Department at NOMS will introduce “Rachel’s Challenge” to all students. Rachel’s Challenge exists to equip and inspire individuals to replace acts of violence, bullying and negativity with acts of respect, kindness and compassion.

How: The student body will attend a training on January 23, 2020 to introduce the program. A core team of administration and faculty will be recruited to implement the program as a Tier 1 intervention.

Measure: Compare discipline referrals from January 2019 to May 2019 with January 2020 to May 2020. Rachel’s Challenges purports the program will result in a decrease in discipline referrals.

Measure: *Implementation of services will be measured at each Tier using the following guidelines:*

Tier 1: Ensure school-wide guidance curriculum meets all Social/Emotional standards as outlined in the ASCA Mindsets & Behaviors and Career Readiness Standards for Student Success and is administered to 100% of students.

Tier 2: Identify student social/emotional needs and provide appropriate services for these needs. Record the number of students serviced by Tier 2 interventions (group counseling, Check In Check Out) regarding Social/Emotional needs.

Tier 3: Identify student needs and provide access to appropriate services for these needs. Record the number of students serviced by Tier 3 interventions (alternative education classroom/Laurel Life, School Based counseling services, SAP services, FBA/PBSP).

Plan: The core team will be recruited and trained on January 23, 2020. This training of Rachel’s Challenge framework will be provided in January to all students and staff with materials provided.

New Oxford High School 9-12: The High School guidance department as well as the high school administration will work to successfully implement the “Rachel’s Challenge” for all high school students.

How: The entire student body will attend a training on January 22nd, 2020 to introduce the program. We will recruit a core team of faculty and students to implement the program as a permanent tier 1 intervention. This year we will work to ensure the training of the faculty and staff members.

Measure: Compare discipline referrals from January 2019 to May 2019 with January 2020 to May 2020. Rachel’s Challenges purports the program will result in a decrease in discipline referrals.

Plan: The core team will be recruited and trained during the 2019-2020 school year. Provide training of Rachel's Challenge framework in January to all students and staff. Rachel's Challenge will be implemented from January until the end of the school year.

PREVIOUS GOAL

Goal for 2018-2019

Our Goal: To inform stakeholders of the how Conewago Valley meets the Career Education to Work standards

How: Create Counselors' Corner e-letter, create Imovie, update webpages with information

Measure: Ensure all stakeholders groups have access to information

Plan: Set time line and follow

PREVIOUS GOAL

Goal for 2017-2018

Our Goal: To use the group counseling modality to reach students with academic, personal/social, or career concerns.

How: Select student using data (grades, attendance, discipline and other subjective information)

Measure: Group counseling used at each building level and number of students serviced

Plan: Use data to form groups, run groups, and assess groups

PREVIOUS GOAL

Goals for 2016-2017

Our Goal: Educate families/students on a variety of wellness/mental health topics and provide information and resources.

How: Created and distribute a School Counselor Newsletter via the District Webpage and Email blasts

Measure: Utilize a site counter if possible to track number of hits on the newsletter or Guidance webpages, Administer an end of year survey to assess impact of "Counselor's Corner."

Plan: Beginning in November the Department will design a newsletter template that will be posted as a link on the District Webpage and Guidance site. This will also be sent home via email blast. The topics that were discussed for each newsletter are as follows:

- November- Study and Homework Tips
- December- Building Family Connection
- January- Healthy mind/body, Mindfulness
- February- Conflict Resolution
- March- Self Confidence
- April- Test Taking Tips
- May- Transition (changing schools, change to summer schedule)

In the newsletter the goal is to define the topic, provide resources, tips, etc.

Other topics that can be utilized for future newsletters include:

- Mental health-Breaking down the barriers, Organization skills, Making good choices, Decision making, Forward thinking,
- Communication skills, Time management, Need for sleep, Healthy habits,
- Careers, Financial planning, Coping skills

PREVIOUS GOAL

Goals for 2015-2016 were to improve the home/school connection through better communication and through better utilization of technology:

Created survey and distributed electronically and by paper. (Survey completed)

- Total enrollment in CVSD 3784 K -12
- 602 Responses in fall of 2015 (e-mail and paper)
- 504 Responses in spring of 2016 (e-mail only)
- Short survey/limited response time = ISSUES
- Survey fall/spring (sent to all parents/guardians in CVSD e-mail and paper in the fall)
- Survey data to assess parents/guardians' perceptions of connectedness between school counseling department and home

84% of respondents currently using parent portal

31% Direct phone contact

23% Personal meetings with school counselor

16% Parent evening presentation

2% Referral to community resources

40% Utilize school counseling services

84% Usage of web-based resources

Comfort contacting Guidance Department

- Contact with each home listed with no e-mail
 - NOHS 30+
 - NOMS 17/48
 - CVIS 11/34
 - NOE 18/62
 - CTE +17
- Increase use of Parent Portal
 - Set up appointments to assist parents
 - Flyer for portal instructions
 - Reminders during meetings and phone calls
 - Teach during conferences

Use results to improve communication about all domains.
 Survey in May to assess improvements. (Survey Completed)

PREVIOUS GOAL

Goal for 2014-2015 is to improve attendance at all building levels.

Attendance impacts all three domains of school counseling. See chart below for data and annual goal.

Building	Enrollments	# students with ≥10 % absences	% of student body	Goal of 1 % improvement
NOHS	1216	175	14 %	17 students
NOMS	595	42	7 %	6 students
CVIS	860	53	6 %	10 students
NOE	617	17	3 %	12 Students

CTE	531	18	3 %	
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4. Stakeholders:

Students- Students are obviously the focus of the school counseling program. The CVSD program is modeled to meet their individual academic, career, personal, and social needs. They are both receivers of our services and active participants in determining the goals set by our programming.

Student benefits

- College and career planning
- Academic support
- Development of interpersonal skills
- Social Emotional learning
- Small group counseling
- Individual counseling
- School-wide guidance curriculum
- Crisis support

Program support from students

- 9th grade mentoring program
- TNT (Peer helper program)
- Peer tutoring/Mentoring
- Advisory Council representatives
- Positive peer pairing
- Homework club
- Life Skills Buddy Program
- Bus Task Force

Parents/guardians are partners in education. They provide resources, opportunities, and support to help their child remain engaged in the educational process.

Parent benefits

- Collaboration
- Consultation
- Community resources connections
- College (post-high school awareness/planning)

Program support from parents/guardians

- Provide feedback on current counseling program
- Provide feedback on ways to improve current program
- Encourage their children to utilize the program
- CVIS Biztown job interviews
- Parent volunteers
- Career Day
- PTO
- Advisory members
- Boosters

Educators - Administrators, principals, and teachers will actively aid in delivery and support of school counseling programs that foster academic, career, and personal/social standards.

Educator benefits

- Behavior support
- Academic support
- Consultation
- Collaboration
- Small group on requested student needs
- Resource access
- Homework Club

Program support from Educators

- Referrals
- Data Collection
- Program feedback
- Advisory Council member
- School counseling curriculum implementation
- Behavioral/academic plan implementation
- Student mentoring

Business/Community – Members of the business community support the school counseling program by providing resources, career advisory, and mentoring programs for our students.

Business/Community benefits

- Student referrals
- Collaboration
- Consultation
- Fundraising for community support

Program support from Business/Community

- Career Day speakers
- Interviewers
- Advisory
- Consultation
- Financial/material donations
- Scholarships

Post-Secondary –Post secondary institutions act as a resource by providing information and guidance to our students about future career opportunities.

Post-secondary benefits

- College awareness
- Career planning
- Interest surveys
- Parent education post-high school planning
- Financial aid student/parent education

Program support from Post-secondary

- Student presentations
- Parent presentations
- College Fairs
- Advisory Council members
- College in the high school opportunities

5. Role of the School Counselor:

It is the responsibility of the CVSD School Counseling Department to provide a comprehensive school counseling program for all students in kindergarten through twelfth grade. School counselors act as leaders, advocates, collaborators, and agents of systemic change to assure that students have the best possible school services to enable them to take advantage of future post-school opportunities. As school leaders, counselors must work with students and all stakeholders to help fulfill the school district's mission. Through counseling students and families on academics, careers, and personal/social needs, school counselors collaborate with teachers and staff to help students work to attain their goals. As student advocates, counselors help students learn how to find and to utilize the resources to achieve success. Gathering and analyzing data to assess what current needs should be addressed is a primary focus of the CVSD School Counseling Department.

As a Leader...

For the Student and the Counseling Program

- Each school year, the school counselors at Conewago Valley School refined the comprehensive K-12 guidance and counseling plan that follows PA's academic standards for career education and work.
- In addition, the school counselors at CVSD will continue to utilize the following career programs: High School and Middle School will utilize websites Nearpod and Educationplanner, Intermediate School will utilize Junior Achievement Biztown program and Elementary School will utilize PAWS in JobLand.
- The School Counselors at CVSD will continue to serve on district level curriculum teams. These teams include the District Curriculum Cabinet, School Wide Behavior Support Plan, Student Support Teams, and Behavior Support Teams.

As an Advocate...

For the Student and the Counseling Program the K-12, school counselors at CVSD

- Are members of the academic intervention teams.
- Participate in the RTII process, Student Support Team, Grade Level Team Meetings, Pupil Services, and Student Assistance Program.
- Provide support for student learning through behavior plans, academic support, Check In/Check Outs.
- Ensure the academic, personal/social, and career development of all students.
- Collaborate with others within and outside the school to help meet all students' needs.
- Participate in parent teacher conferences, FBAs, IEPs, 504s.

As a Collaborator...

Collaborator for the Student and the Counseling Program

- Provides a comprehensive school counseling program that engages the educational community to ensure that all students benefit from the program.
- Offers parents/guardian information to enhance the educational opportunities for students and their families. The School Counselors have resources available to all stakeholders, updated information on their website, and information added to the school newsletter sent home via e-mail at the Elementary level.
- Maintains an open communication style to foster an effective team culture and a sense of community for the school system.
- Serves actively on school leadership teams.
- Will team with staff to provide professional development that enhances student success.
- Collaborates with numerous outside agencies to provide needed resources and services for the students depending on needs.

As an Agent of Systemic Change...

Counselors as Agents of Systemic Change

- Create pro-social programs directed by counselors. Each level participates in Career Day (Grades 3 and 5); Career Fair (Grade 10), and College Fair (Grade 9-12).

- Gather data to support the need for change.
- Disseminate data to find populations with achievement gaps.
- Identify realistic goals and create action plans for students in collaboration with teachers and support team.
- Develop intervention strategies through Positive Behavior Support Plans, Functional Behavior Assessments, 504, and Individualized Education Plans.
- Enlist the support of stakeholders.
- Consult with administration to bring about needed program changes.

6. Advisory Council –

The intent of the advisory council is to serve as a link between the school counseling program and the various groups to be served. Representatives of the advisory councils should reflect the diversity of the school/community and should include the following five stakeholder groups: students, parents/guardians, educators/administrators, business/community members, and post-secondary representatives.

Counseling for Career Success Advisory Committee 2021-2022

Stakeholder Group	Member
Parent	Krista Hayward
Teacher	Jeanne Plotica
Parent/Teacher	Jen Haugh
Student	Allison Horrick
Student	Anna Farmer
Student	Adrian Mann
Student	Lila Patterson
Administration	Chris Cobb/Autumn Zaminiski
Administration	Chris Bowman
Administration	Stephanie Corbin
Teacher	Lisa Teal

Teacher	Angel Gibson
Teacher	Matt Cotton
Community/Business	Jennifer Smith
Community/Business	John Burdis
Community/Business	Loni Smith
Community/Business	Lynneah Smith
Community/Business	Sami Slusser
Community/Business	Gina Stanton
Continuing Education	Kimberly Sutton

7. Program Calendar:

	<i>Academic</i>	<i>Career</i>	<i>Social</i>
August			
Class Placement	4-6, 7-8, 9-12		
New Student Registration	4-12	4-12	4-12
Character Counts Curriculum	4	4	4
JA BizTown Curriculum		6	
Orientation/Back to School Night	K-12		K-12
Core Essential Curriculum	K-3	K-3	K-3
School-wide Positive Behavior Lessons	K-12	K-12	K-12
Summer Mentoring	4-6		
Colonial Academy Lessons	4-6		4-6
New Student Group	K-6		K-6
SEL Lessons	K-4	K-4	K-4

	6-8	6-8	6-8
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3; 4-6	K-3; 4-6	K-3; 4-6
Cultural Group/Cultural Mentoring	4-6	4-6	4-6
Digital Citizenship			4-5;7-8
September	<i>Academic</i>	<i>Career</i>	<i>Social</i>
Acadience sweep	K-3, 4-6		
JA Biztown Curriculum		6	
Character Counts Curriculum		4	4
Bullying Lessons			4-6, 7-8
Grade-level meetings	7-8,9-12	7-8,9-12	7-8,9-12
Senior individual interviews	12	12	
Post-high school planning for seniors/parents presentation	9-12	9-12	
Counselor Intro Lessons			K-3,4
Support/ Psychoeducational Groups	K-3,4-6,7-8		K-3, 4-5,7-8
Core Essential Curriculum	K-3	K-3	K-3
Student Success Team	7-8, 9-12	7-8, 9-12	7-8, 9-12
College Fair	9-12	9-12	
LSS Social Skills Lessons			K-12
Colonial Academy Lessons	4-6		4-6
Buddies Program with LSS			4-6,7-8
SEL Lessons	K-8	K-8	K-8
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3; 4-6	K-3;4-6	K-3;4-6
Needs Assessment (Teachers and/or Parents)	K-3	K-3	K-3
Social Emotional Activity			9-12
Cultural Group/Cultural	4-6	4-6	4-6

Mentoring			
Digital Citizenship			K-3, 4-6, 9-12
School Counseling Classroom Lessons	K-3	7-8	K-3
Safety Matters Lessons			K-6
October	Academic	Career	Social
Buddies Program with LSS			4-6,7-8
Progress Reports	4-6, 7-8,9-12		
JA BizTown Curriculum		6	
Character Counts Curriculum		4	4
Support/ Psychoeducational Groups	K-3,4-6,7-8	7-8	K-3,4,5,7,8
Core Essentials Curriculum	K-3	K-3	K-3
School Counseling Classroom Lessons	K-4 6-8	K-4 6-8	K-4 6-8
PAYS Survey-every two years (reviewed every year)			6,8,10,12
PSAT	10-11		
SAT	11-12		
ASVAB	10-12	10-12	
Freshmen individual interviews	9	9	9
HOBY	10	10	10
Senior DAR	12	12	12
Scholarships	9-12		
Transcripts	12		
Staff development	K-12	K-12	K-12
Student Success Team	7-8, 9-12	7-8, 9-12	7-8, 9-12
Advisor/advisee	9-12	9-12	9-12
Mentor/Mentee Program	9	9	9

College Fair	9-12	9-12	9-12
LSS Social Skills Lessons			4-6,7-12
Charitable Assistance			K-3
Parent Teacher Conferences/Open House	9-12	9-12	9-12
FAFSA	12	12	
Colonial Academy Lessons	4-6		4-6
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Administer/Review Data from Social/Emotional Screener SRSS-I/E			K-3, 4-6
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Cultural Group/Cultural Mentorship	4-6	4-6	4-6
Digital Citizenship			K-3, 4-5; 7-8; 9-12
November	Academic	Career	Social
Charitable Assistance			K-3, 4-6
Support Group			K-3, 4-6
JA STEM Program		9	
JA BizTown Curriculum		6	
Report Cards	4-6, 7-8, 9-12		
Character Counts Curriculum		4	4
Parent Teacher Conferences	K-8	K-8	K-8
Support Groups	K-3,4-6,7-8		K-3, 7-8
Core Essentials Curriculum	K-3	K-3	K-3
Report Cards	K-12	K-12	K-12

Student Success Team	7-8, 9-12	7-8, 9-12	7-8, 9-12
Advisor/advisee	9-12	9-12	9-12
Mentor/Mentee Program	9	9	9
LSS Social Skills Lessons			4-6,7-12
Colonial Academy Lessons	4-6		4-6
SAT	11-12		
Buddies Program with LSS			4-6,7-8
8th Grade Manufacturing Exposure Assembly	8	8	
College Fair	11-12	11-12	
SEL Lessons	K-8	K-8	K-8
School Counseling Classroom Lessons	K-4 6-8	K-4 6-8	K-4 6-8
Social Emotional Activity			9-12
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3;4-6	K-3;4-6	K-3;4-6
Cultural Group/Cultural Mentorship	4-6	4-6	4-6
Digital Citizenship			K-3, 4-5; 7-8
December	Academic	Career	Social
Progress Reports	4-6,7-8		
JA Biztown Curriculum		6	
Character Counts Curriculum		4	4
Charitable Assistance	K-3		K-3, 4-6, 7-8
Support Groups	K-3, 4-6		K-3, 4-6, 7-8
Core Essentials Curriculum		K-3	K-3
Student Success Team	7-8, 9-12	7-8,9-12	7-8, 9-12
PSAT Results returned	10-11	10-11	10-11
Advisor/advisee	9-12	9-12	9-12
Mentor/Mentee Program	9	9	9
HS Course Selections	8		

Career Counseling		7,8	
LSS Social Skills Lessons		7,8	4-6,7-12
Tech Prep Assembly		10	
SAT	11-12		
Colonials Academy Lessons	4-6		4-6
Buddies Program with LSS			4-6,7-8
10th grade ESSA Career Evidence		10	
SEL Lessons	K-8	K-8	K-8
School Counseling Classroom Lessons	K-4 6-8	K-4 6-8	K-4 6-8
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3; 4-6	K-3; 4-6	K-3; 4-6
Digital Citizenship			K-3, 4-5; 7-8;9-12
January	Academic	Career	Social
Acadiance sweep	K-6		
JA Biztown Curriculum		6	
Character Counts Curriculum		4	4
Support Groups	K-3, 7-8		K-3,4,5,7-8
Core Essentials Curriculum		K-3	K-3
Parent Teacher Conferences	K-3		K-3
Scheduling Fair	8, 9-11	8, 9-11	
Report Cards	7-12		
HS Course Selections	8, 9-11		
Classroom Scheduling Presentations	9-11	9-11	
Semester 1 Rescheduling	9-12		
LSS Social Skills Lessons			7-12
Advisor/Advisee	9-12	9-12	9-12

Colonial Academy Lessons	4-6		4-6
Buddies Program with LSS			4-6, 7-8
Administer/Review Data from Social/Emotional Screener SRSS-I/E			K-3, 4-6
Student Success Team	7-12	7-12	7-12
School Counseling	K-4	K-4	K-4
Classroom Lessons	6-8	6-8	6-8
SEL Lessons	K-8	K-8	K-8
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3; 4-6	K-3; 4-6	K-3; 4-6
Digital Citizenship			K-3, 4-5; 7-8
Cultural Group	4-6	4-6	4-6
February	Academic	Career	Social
Progress Reports	4-6, 7-8, 9-12		
Military Fair	11-12	11-12	
JA Biztown Curriculum		6	
Social Emotional Activity			9-12
Student Success Team	9-12	9-12	9-12
Support Groups			4-6, 7-8
Teacher Recommendations	8-11	8-11	
Character Counts Curriculum		4	4
Build schedule for new school year	7-8,9-12		
Junior Individual Interviews	11	11	11
LSS Social Skills Lessons			4-6,7-12
GPA Calculation	9-12		
Core Essential			K-3
Colonial Academy Lessons	4-6		4-6
Buddies Program with LSS			4-6,7-8
Advisor/Advisee	9-12	9-12	9-12

SEL Lessons	K-8	K-8	K-8
School Counseling	K-4	K-4	K-4
Classroom Lessons	6-8	6-8	6-8
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3; 4-6	K-3; 4-6	K-3; 4-6
Digital Citizenship			K-3, 4-5; 7-8
Cultural Group/Cultural Mentorship	4-6	4-6	4-6
March	Academic	Career	Social
Mock Interviews	11	11	
Keystone score review	9-12		
PSSA Testing	3, 4-6, 7-8		
Student Success Team	7-8, 9-12	7-8, 9-12	7-8, 9-12
Report Cards	4-6, 7-8, 9-12		
10 th Grade Career Fair		10	
JA Biztown Curriculum		6	
Character Counts Curriculum		4	4
In-service	K-12	K-12	
Social Emotional Activity			9-12
LSS Social Skills Lessons			4-6, 7-8, 9-12
SAT	11-12		
Parent Teacher Conferences	7-8, 9-12		
Core Essentials			K-3
Career Day		K-3	
Colonial Academy Lessons	4-6		4-6
Build Schedule for new school year	7-8, 9-12		
Support Groups	4-6		4-6, 7-8
Buddies Program with LSS			4-6, 7-8
Advisor/Advisee	9-12	9-12	9-12
SEL Lessons	K-8	K-8	K-8

School Counseling Classroom Lessons	K-3 4-6 7-8	K-3 4-6 7-8	K-3 4-6 7-8
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3; 4-6	K-3; 4-6	K-3; 4-6
Digital Citizenship			K-3, 4-5; 7-8; 9-12
Cultural Group/Cultural Mentorship	4-6	4-6	4-6
April	Academic	Career	Social
PSSA Testing	3, 4-6, 7-8		
Progress Reports	4-6, 7-8, 9-12		
Student Success Team	7-12	7-12	7-12
Social Emotional Activity			9-12
JA Biztown Curriculum		6	
Character Counts Curriculum			4
Support Group	4-6		4-6
Sophomore Individual Interviews	10	10	10
LSS Social Skills Lessons			4-6, 7-12
Core Essentials			K-3
Colonial Academy Lessons	4-6		4-6
11th Grade ESSA Career Evidence		11	
Advisor/Advisee	9-12	9-12	9-12
SEL Lessons	K-8	K-8	K-8
School Counseling Classroom Lessons	K-3 4-6 7-8	K-3 4-6 7-8	K-3 4-6 7-8
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3; 4-6	K-3; 4-6	K-3; 4-6
Digital Citizenship			K-3, 4-5; 7-8; 9-12
Cultural Group/Cultural	4-6	4-6	4-6

Mentorship			
May	Academic	Career	Social
Acadience Sweep	K-3, 4-6		
Career Day		5	
Career Fair	9-12	9-12	
JA Day	5	5	5
Student Success Team	9-12	9-12	9-12
JA Biztown Curriculum		6	
AP Testing	9-12		
Teacher Recommendations	7-8		
Character Counts Curriculum		4	4
Academic Awards	7-8,9-12		
Keystone Testing	8, 9-12		
SAT	11-12		
Core Essentials			K-3
LSS Social Skills Lessons			4-6, 7-12
Advisor/Advisee	9-12	9-12	9-12
Colonial Academy Lessons	4-6		4-6
Buddies Program with LSS			4-6,7-8
Support Groups	4-6		4-6, 7-8
Administer/Review Data from Social/Emotional Screener SRSS-I/E			K-3, 4-6
SEL Lessons	K-8	K-8	K-8
School Counseling Classroom Lessons	K-3 4-6 7-8	K-3 4-6 7-8	K-3 4-6 7-8
Attendance Monitoring	K-12	K-12	K-12
Connections/Lunch Bunch	K-3; 4-6	K-3; 4-6	K-3; 4-6
Digital Citizenship			K-3, 4-5; 7-8

Cultural Group/Cultural Mentorship	4-6	4-6	4-6
June	Academic	Career	Social
Final Transcripts	12		
Report Cards	K-3, 4-6, 7-8, 9-12		
JA Biztown Curriculum			6
Character Counts Curriculum		4	4
Transition Meetings	4-6, 7-8	4-6	7-8
Mentor/Mentee Training	11-12		11-12
GPA Calculation	9-12		
Colonial Academy Lessons	4-6		4-6
SAP State Reporting			K-12
July	Academic	Career	Social
Class Placements	4-6		
Student placements	7-8		7-8
Keystone score review	9-12		
Year Long/ On-Going	Academic	Career	Social
Individual Counseling	K-12	K-12	K-12
FBA/PBSP—Writing, Implementation, Data Collection	K-12		K-12
Student Support Team / SAP	K-12		K-12
Behavior Cards/Check In Check Out	K-3, 4-6, 7-8		K-3, 4-6, 7-8
Behavior Improvement Plans			7-8
Bullying Programs			4-6, 7-8
Homework Club	4-6		

504 Plans—Writing and Distribution	K-12		K-12
New Student Registration/Orientation	K-12	K-12	K-12
Parent/Teacher Meetings	K-12	K-12	K-12
IEP meetings	K-12	K-12	K-12
Crisis Response			K-12
Family Issues—Involvement of Children and Youth			K-12
Liaison for Outside Placements	K-12		K-12
Referrals to Counseling and Outside Agencies			K-12
Professional Development	K-12	K-12	K-12
Maintain Guidance Website	K-12	K-12	K-12
Home Visits	K-12		K-12
Guidance/Administration Meetings	K-12		K-12
Failure/At-Risk List Creation	K-12		
Lunch Duty			9-12
SAP meetings	K-12		K-12
Building Improvement Team Meetings	7-8		
Team Meetings	7-8, 9		7-8, 9
Support Groups	7-8		K-3,4-6 7-8
School Wide Positive Behavior Team	K-12		K-12
Professional Development	K-12	K-12	K-12
Behavior Support Team Meetings	K-12	K-12	K-12

Building Level Intervention Meetings	K-3,4-6.7-8		7-8
Grade Level Intervention Meetings	K-3, 7-8,9-12		
Student Success Team	9-12	9-12	9-12
Advisor/Advisee Program	9-12	9-12	9-12
Mentor/Mentee Program	9	9	9
School Based Counseling Referrals			K-12
Pack Pals Food Program			K-12

8. Program Delivery:

Elementary Level: (Kindergarten- Third Grade)

<p><u>School Counseling Curriculum</u> Provides developmental, comprehensive school counseling program content in a systematic way to all students.</p>	<p><u>Prevention, Intervention and Responsive Services</u> Addresses students' and parents' immediate concerns</p>	<p><u>Individual Student Planning</u> Assists students in development of academic and career plans</p>	<p><u>System Support</u> Includes program, staff and school support activities and services</p>
<p><i>Purpose:</i> Student awareness, skill development and application of skills needed in everyday life.</p>	<p><i>Purpose:</i> Prevention and intervention</p>	<p><i>Purpose:</i> Individual student academic and career planning, decision making, goal setting and preparing for academic transitions.</p>	<p><i>Purpose:</i> Program delivery and support</p>

<p>Academic Assist with Standardized Testing (PSSA), Universal Assessments, Intervention Groups, Classroom Lessons</p>	<p>Academic Any immediate academic concerns (Student Support Team, Intervention Team, 504 Plans), Intervention Groups, Classroom Lessons</p>	<p>Academic Any immediate academic concerns (Student Support Team, Intervention Team, 504 Plans)</p>	
<p>Career Career Awareness Preparation Lessons</p>	<p>Career Entrepreneur Day Presentations</p>	<p>Career Career Folder evidence</p>	<p>Total Program Professional Development- Act 48 hours Advisory Council- Guidance Department Chair meets with Advisory Committee approximately every other month Action Plans- BST, FBA/PBSP, 504 Plans Program Management- Students needing services are identified through but not limited to: attendance, bus referral, discipline referrals, academic records, family demographics, parent referrals, BST goals, Reading Recovery, Title 1 Reading, psychological reference/placement, beginning and end of year assessments, Conner’s Checklist, retentions, and observations School-Counseling Calendar- includes professional development time and In-Service days set by the Assistant Superintendent Program evaluation- conduct yearly surveys distributed to faculty, parents, or students (see appendix) Consultation with Staff – BST referrals(Academic and Behavioral) Community Outreach- CYS, Migrant Education, school affiliated doctor and dentist, Public Relations- Articles placed in school newsletter, Seesaw Announcements Committee Memberships- School Improvement Team, Behavior Support Team, Attendance Improvement Team Technology- Daily use in classrooms, parent presentations</p>

<p>Personal/Social Guidance/Support Groups, Classroom Lessons. SAP Team Meetings</p>	<p>Personal/Social Counseling- Guidance/Support Groups, Classroom lessons Consultation- release of records request(past schools, doctors, counseling agencies, etc.) Collaboration- Administrator involvement, school psychologist, teacher, parent communication, School Orientation, seek out grant funding opportunities Case Management- BST, Behavior Plans, school/home communication, home visits, data collection, Parent/Teacher conferences, progress monitoring Referrals- CY5, Extra-Curricular offerings- Good News Club, YMCA Gymnastics/swimming, Bowling program</p>	<p>Personal/Social Individual counseling, BST Behavioral referrals, FBA/PBSP, SBT via TrueNorth, SAP Team Meetings</p>	<p>and through maintaining an accurate website with various important links for students, parents, and community</p> <p>Counselor Role</p> <ul style="list-style-type: none"> o Develop/manage/evaluate program o Coordination o Develop relationships and partnerships <p>Consultation/Collaboration</p>
<p>Counselor Role</p> <ul style="list-style-type: none"> o Assist with school counseling curriculum implementation 	<p>Counselor Role</p> <ul style="list-style-type: none"> o Individual counseling o Group counseling o Class meetings o Referral/Case 	<p>Counselor Role</p> <ul style="list-style-type: none"> o Assessment o Planning o Referral Consultation/Collabo 	

<ul style="list-style-type: none"> o Assist with assessment administration o Classroom lessons or structured groups o Consultation and collaboration o SAP Team Lead 	<p>Management</p> <ul style="list-style-type: none"> o Consultation/Collaboration o Student Support Team Intervention Team 	<p>ration</p>	
<p>Recommended Time 35%-45%</p>	<p>Recommended Time 30%-40%</p>	<p>Recommended Time 5%-10%</p>	<p>Recommended Time 10%-15%</p>
<p>Estimated Actual Time: 40%</p>	<p>Estimated Actual Time: 30%</p>	<p>Estimated Actual Time: 15%</p>	<p>Estimated Actual Time: 15%</p>

Intermediate Level (grades 4 through 6)

<p><u>School Counseling Curriculum</u> Provides developmental, comprehensive school counseling program content in a systematic way to all students 4 - 6.</p>	<p><u>Prevention, Intervention and Responsive Services</u> Addresses students' and parents' immediate concerns</p>	<p><u>Individual Student Planning</u> Assists students in development of academic and career plans</p>	<p><u>System Support</u> Includes program, staff and school support activities and services</p>
<p><u>Purpose</u> Student awareness, age appropriate skill development and application of skills needed in everyday life.</p>	<p><u>Purpose</u> Prevention and intervention</p>	<p><u>Purpose</u> Individual student academic and career planning, decision making, goal setting and preparing for academic transitions.</p>	<p><u>Purpose</u> Program delivery and support</p>
<p><u>Academic</u> o Effective learning in school and becoming a life-long learner (Grade 4 and 6 guidance lessons). o Develop appropriate life skills for school success (Grade 4 and 6 guidance lessons; Support groups for grades 4, 5, 6) o Relationship of academics, work, family and community (Parent Information Nights, Parent conferences)</p>	<p><u>Academic</u> o Any immediate academic concerns (Homework Club; CI/CO Cards; Parent Conferences; SST referrals) o School-related concerns including attendance, discipline, drop-out prevention, etc. (Student Support Team; FBA/PBSP; Colonial Academy referrals; Parent conferences; Community Agency referrals)</p>	<p><u>Academic</u> o Facilitation and/or interpretation of assessment data (Student Support team; Acadience; Tiers of academic intervention) o Assists in understanding academic strengths related to career awareness and exploration. (Grade 4 and 6 guidance lessons) o Facilitation of parent conferences to address academic concerns o Development of an educational plan (SST participant in goal planning and</p>	<p><u>Total Program</u> o School counselor professional development (District In-services) o Advocacy and public relations for comprehensive school counseling programs o Develop character education plan and scope for all students (Gr. 4 Guidance Curriculum; School Wide Anti-Bullying Program) o Program planning and development (Annual Review) o Implement bullying prevention programs and strategies (Incident Reports, Policy Poster, School Wide In-Service for Staff, Lessons for Student) o Maintenance of school counseling calendar of events and department website o Evaluation and assessment of comprehensive school counseling program and student results o Participation in district strategic planning o Integration of ASCA and CEW standards across curriculum o Encourage and develop increased parent involvement</p>

		<p>implementation).</p> <ul style="list-style-type: none"> o Awareness of student personal behaviors affecting academic success (Grade 4 and 6 guidance lessons). o Referrals to Homework club o 504 plan creation and implementation 	<ul style="list-style-type: none"> o in education (Parent Presentations; Skyward portal; Personal contact; SST meetings; Parent/Teacher conferences) o Collaboration and instructing on age-appropriate issues with administration, staff and community (Parenting workshops; Consultations) o Practices based on research (FBA/PBSP) o Community outreach and involvement (Collaborating for Youth, Adams co.; TrueNorth School Based programming) o Data analysis and related action plans (SST; BST; SWPBS data; FBA/PBSP)
<p>Career</p> <ul style="list-style-type: none"> o Investigate the world of work to make informed decisions and to achieve future goals (Grade 4 and 6 guidance lessons; Career Day-Gr. 5) o Identify relationship between personal qualities, education, training and work (Grade 4 and 6 guidance lessons; Career Day-Gr. 5) 	<p>Career</p> <p>Meet interests for career exploration through exposure to career awareness activities (Career Day/JA DAYGr. 5; Guidance Lessons-Gr. 4 and 6)</p>	<p>Career</p> <ul style="list-style-type: none"> o Utilize career information resources in school and community (Gr. 5 Career Day) o Explore career clusters (Gr. 4 and Gr. 6 guidance curriculum) o Build student awareness of their personal learning styles (Gr. 4 guidance curriculum) o Explore personal interests and skills related to occupation clusters (Gr. 4 and Gr. 6 guidance curriculum) o Explore self knowledge related to career options (Gr. 4 and Gr. 6 guidance curriculum) 	

<p>Personal/Social</p> <ul style="list-style-type: none"> o Interpersonal skills to respect self and others (Anti-bullying School wide Program; Individual, SAP, School Based counseling; Student support Team; FBA/PBSP) o Decision making, setting goals and taking action to achieve goals (Student support Team; FBA/PBSP) o Understanding everyday safety/survival skills (Individual counseling; Community Referrals) 	<p>Personal/Social</p> <ul style="list-style-type: none"> o Peer Interactions (Anti-bullying School Wide Program) o Crisis response (Community Referral) o Bullying prevention (Anti-bullying School Wide Program) o Grief, loss and death (Individual and Group Counseling; Community Referral) o School refusal/avoidance (ACCYS Referral; Colonial Academy; Referral; Student Support Team) o Family issues (Community Referral) o Coping with stress/anxiety (Individual and Group counseling) o Divorce and family changes (Individual and Group Counseling; Community 	<p>Personal/Social</p> <ul style="list-style-type: none"> o Skills and competencies related to student success (Individual counseling; Parent consultation; Support Groups such as, Divorce, Friendship, and Friendship, Anger Management) o Identification of strategies to support individual student concerns (FBA/PBSP; CI/CO behavior cards; 504 Plans; SAP) 	
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	<ul style="list-style-type: none"> Referral) o Social development o Child abuse and related issues (ACCYS Referral; Childline) o Referral plan o Contact and develop relationships with community resources o Teaching of Social Skills Lessons in the Colonial Academy o Suicide Awareness and Prevention (Community Referral; Parent Consultation) o Digital Citizenship Lessons o Coordination of Safety Matters Lessons 		
<p>Counselor Role</p> <ul style="list-style-type: none"> o School Counseling Curriculum implementation o Classroom guidance lessons (Gr. 4 and 6) o Structured groups o Consultation and collaboration o Student Support Team 	<p>Counselor Role</p> <ul style="list-style-type: none"> o Individual counseling o Group counseling o Classroom Guidance Lessons (Gr. 4 and 6) o Referral o Consultation/Collaboration 	<p>Counselor Role</p> <ul style="list-style-type: none"> o Assessment o Planning o Placement o Consultation/Collaboration 	<p>Counselor Role</p> <ul style="list-style-type: none"> o Develop and manage program o Coordination o Develop relationships and partnerships o Consultation/Collaboration

	o Student Support Team		
Recommended Time 35%-45%	Recommended Time 30%-40%	Recommended Time 5%-10%	Recommended Time 10%-15%
Estimated Actual Time: 32%	Estimated Actual Time: 41%	Estimated Actual Time:14%	Estimated Actual Time:13%

Middle School Level (grades 7 and 8)

<p><u>School Counseling Curriculum</u> Provides developmental, comprehensive school counseling program content in a systematic way to all students 7-8.</p>	<p><u>Preventive, Intervention and Responsive Services</u> Addresses students' immediate concerns</p>	<p><u>Individual Student Planning</u> Assists students in development of academic and career plans</p>	<p><u>System Support</u> Includes program, staff and school support activities and services</p>
<p><u>Purpose</u> Student awareness, skill development and application of skills needed in everyday life.</p>	<p><u>Purpose</u> Prevention and intervention</p>	<p><u>Purpose</u> Individual student academic and career planning, decision making, goal setting and preparing for academic transitions.</p>	<p><u>Purpose</u> Program delivery and support</p>
<p><u>Academic</u> o Effective learning in school and across the life span o Academic preparation for post-secondary options o Relationship of academics, work, family and community</p>	<p><u>Academic</u> o Any immediate academic concerns o Homework club o Progress monitoring o Honor roll o PSSA Preparation o Teacher/Team meetings o Student Support Team o FBA/PBSP o WIT Support o 504 Plans o Behavior Intervention Plans o Laurel Life o Ox Strong</p>	<p><u>Academic</u> o Facilitation and/or interpretation of assessment data o Academic preparation essential for post-secondary options o Understanding academic strengths related to careers o Appropriate course selection o Development of an educational plan</p>	<p><u>Total Program</u> o School counselor professional development o Advocacy and public relations for comprehensive school counseling programs o Program planning and development o Evaluation and assessment of comprehensive school counseling program and student results o Participation in district strategic planning o Integration of ASCA and CEW standards across curriculum o Encourage and develop increased parent involvement in education o Collaboration and instructing on age-appropriate issues with administration, staff and community o Practices based on research o Community outreach and involvement o Implement bullying prevention program and strategies o Maintenance of school counseling calendar of events and</p>

<p>Career</p> <ul style="list-style-type: none"> o Identify relationship between personal qualities, education, training and work o Course selections based on career interest survey 	<p>Career</p> <ul style="list-style-type: none"> o Career survey that explores interests related to course selections 	<p>Career</p> <ul style="list-style-type: none"> o Complete interest and skill inventories o Complete career searches o Explore self-knowledge related to career choices o Select appropriate courses and programs of study 	<p>department website</p> <ul style="list-style-type: none"> o Data analysis and related action plans
<p>Personal/Social</p> <ul style="list-style-type: none"> o Interpersonal skills to respect self and others o Decision making, setting goals and taking action to achieve goals o Understanding everyday safety/survival skills o Bullying intervention and character building 	<p>Personal/Social</p> <ul style="list-style-type: none"> o Relationship concerns o Crisis response o Bullying prevention and preventing/addressing unlawful harassment o Grief, loss and death o School refusal/avoidance o SAP o Family issues o Attendance issues o Coping with stress o Legal issues (probation, arrest, incarceration) o FBA/PBSP o Child abuse and related issues o Contact and develop relationships with 	<p>Personal/Social</p> <ul style="list-style-type: none"> o Skills and competencies related to student success o Personal interest inventory 	

	community resources		
Counselor Role <ul style="list-style-type: none"> o School counseling curriculum implementation o Classroom or structured groups o Consultation and collaboration 	Counselor Role <ul style="list-style-type: none"> o Individual counseling o Group counseling o Referral to outside agencies o Consultation/Collaboration o SAP team o Behavior Intervention Plans 	Counselor Role <ul style="list-style-type: none"> o Assessment o Planning o Placement o Consultation/Collaboration 	Counselor Role <ul style="list-style-type: none"> o Develop and manage program o Coordination o Develop relationships and partnerships o Consultation/Collaboration
Recommended Time: 15%-20%	Recommended Time: 30%-40%	Recommended Time: 20%-25%	Recommended Time: 20%-25%
Estimated Actual Time: 14%	Estimated Actual Time: 44%	Estimated Actual Time: 22%	Estimated Actual Time: 20%

High School Level (grades 9 through 12)

<p><u>School Counseling Curriculum</u> Provides developmental, comprehensive school counseling program content in a systematic way to all students 9-12.</p>	<p><u>Responsive Services</u> Addresses students' and parents' immediate concerns.</p>	<p><u>Individual Student Planning</u> Assists students in development of academic and career plans</p>	<p><u>System Support</u> Includes program, staff, and school support activities and services</p>
<p><u>Purpose</u> Student awareness, skill development, and application of skills needed in everyday life.</p>	<p><u>Purpose</u> Prevention and intervention</p>	<p><u>Purpose</u> Individual student academic and career planning, decision making, goal setting and preparing for academic transitions.</p>	<p><u>Purpose</u> Program delivery and support</p>
<p><u>Academic</u> o Effective learning in school and to become a life-long learner o Academic preparation for post-secondary options (CHS courses, SAT prep) o Relationship of academics, work, family, and community (Freshmen Mentoring)</p>	<p><u>Academic</u> o Any immediate academic concerns (Credit recovery, Blended Academy, Peer Tutoring) o School-related concerns including attendance, discipline, drop-out prevention, etc. (Blended Academy, credit recovery, PPS, SST, FBA, PBSP)</p>	<p><u>Academic</u> o Facilitation and/or interpretation of assessment data (SST, RTII tiers*) o Academic preparation essential for post-secondary options o Understanding academic strengths related to careers o Appropriate course selection (teacher recommendations) o Development of an graduation plan (Grade 9-12 annual interviews) o Development of a career portfolio</p>	<p><u>Total Program</u> o School counselor professional development (PHEAA, College Board, PASSHE, SAS workshops) o Advocacy and public relations for comprehensive school counseling programs o Advisory committee (in progress) o Program planning and development (annual review) o Evaluation and assessment of comprehensive school counseling program and student results (school profile, Senior exit survey, annual survey of a population) o Participation in district strategic planning * o Integration of ASCA and CEW standards across curriculum</p>

		o Development of a post-secondary plan (Grade 11 annual interview)	o Encourage and develop increased parent involvement in education (Parent presentations, Skyward Portal, website, personal contact, SST, Truancy Elimination Plan, Parent/Teacher Conferences)
Career o Investigate the world of work to make informed decisions and to achieve future goals (Grade 9 presentation) o Identify relationship between personal qualities, education, training and work (Grade 9 Career project)	Career o Meet interests for career exploration through job shadowing, career speakers, post-secondary representatives, etc. (Grade 10 Career Fair, college representatives, college fairs, Grade 11 Career Shadowing experience)	Career o Utilize career information resources in school and community, explore career clusters, complete interest and skill inventories, complete career searches, explore self knowledge related to career choices (Grade 9 Career project) o Select appropriate courses and programs of study (Scheduling Fair, Grades 9-12) o Explore careers through job shadowing and/or internships (Grade 11 Career Shadowing experience, Grade 10 Graduation Project) o Develop career portfolio (Grades 9 – 12 Graduation Project) o	o Collaboration and instructing on age-appropriate issues with administration, staff, and community o Practices based on research (Choice Theory, CBT, PBSP) o Community outreach and involvement (BB/BS, BEP, Collaborating for Youth, Suicide Prevention Committee, Healthy Adams Co, Adams Co. Counselors) o Implement bullying prevention program and strategies (Incident reports, policy poster, mediation, Ox Strong SEL Lessons) o Maintenance of school counseling calendar of events and department website o Data analysis and related action plans (SST, FBA, AIP)
Personal/Social o Interpersonal skills to respect self and others	Personal/Social o Relationship concerns	Personal/Social o Skills and competencies related	

<p>(Anti-bullying policy, Individual and SAP counseling, Freshmen Mentoring)</p> <ul style="list-style-type: none"> o Decision making, setting goals and taking action to achieve goals (course selections, annual personal interviews, Freshmen Mentoring) o Understanding everyday safety/survival skills (outside resource referral) 	<p>(mediation)</p> <ul style="list-style-type: none"> o Crisis response (outside referral) o Bullying prevention and preventing/addressing unlawful harassment (Incident report form, Ox Strong Lessons) o Grief, loss and death (individual counseling, outside referral) o Substance abuse (SAP) o School refusal/avoidance(credit recovery, Truancy Elimination Plan, SST) o Family issues (CYS) o Coping with stress (SAP, Ox Strong Lessons) o Suicide awareness/prevention (outside referral, parent consultation, Ox Strong Lesson) o Divorce and family changes (individual counseling and outside referrals) o Legal issues 	<p>to student success (annual student interview, Parent/Student Consultation)</p>	
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	<p>(probation, drug task force, local police, district magistrate)</p> <ul style="list-style-type: none"> o Child abuse and related issues (CYS, Child Line) o Referral plan (incident reports, SAP process, AIP, Family Decision Making) o Contact and develop relationships with community resources 		
<p>Counselor Role</p> <ul style="list-style-type: none"> o School counseling curriculum implementation o Classroom or structured groups o Consultation and collaboration 	<p>Counselor Role</p> <ul style="list-style-type: none"> o Individual counseling o Group counseling o Class meeting o Referral o Consultation/Collaboration o SAP team o Ox Strong SEL Lessons 	<p>Counselor Role</p> <ul style="list-style-type: none"> o Assessment o Planning o Placement o Consultation/Collaboration 	<p>Counselor Role</p> <ul style="list-style-type: none"> o Develop and manage program o Coordination o Develop relationships and partnerships o Consultation/Collaboration
<p>Recommended Time: 15%-25%</p>	<p>Recommended Time: 25%-35%</p>	<p>Recommended Time: 25%-35%</p>	<p>Recommended Time: 15%-20%</p>
<p>Estimated Actual Time:</p>	<p>Estimated Actual</p>	<p>Estimated Actual Time:</p>	<p>Estimated Actual Time:</p>

16% counselors	Time: 32% counselors	21 % counselors	19% counselors
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9. Organizing Career/Postsecondary Resources

Resource Types	List Resources
Organizations/Agencies	Adams County Business Education Partnership, Junior Achievement, Lincoln Intermediate Unit (LIU)
Intermediary Organizations	
Umbrella Organizations	Chamber of Commerce, Adams County Builders Association
Community/State Agencies	HACC, York College, True North Wellness Services, Collaborating for Youth
Networking Opportunities	Adams County Business Education Partnership
Individual Contacts	
Community/Business Meetings	Adams County Counselors, Hanover Area Chamber of Commerce (Educator and Bus Development subgroups along with Full Partner Meetings), Conewago Valley-Gettysburg Rotary Club, Business Education Partnership
Community Events	College Fair, Parent nights, Family Fun nights, HS Parent presentation nights, Health Care Career Day, Family Carnival, Fitness for Education, Skills USA Competitions
Online/Other Publications	pacareerstandards.com, careercruising.com, onetcenter.org, educationplanner.com, collegeboard.org, bls.org
Internet Based Links	
Media/Advertising	Gettysburg Times, The Evening Sun, CVSD district website/Counselors' Corner
Publications/Documents	Gettysburg Times Career Publication, District brochure

10. Individualized Academic/Career Plan –

13.1.3 Career Awareness and Preparation "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	K-3	Career Week	Guidance Curriculum, Community Businesses	School counselor and community volunteers

13.1.5 Career Awareness and Preparation "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	August	4	Classroom Lesson: Introduction to Guidance	Guidance Curriculum	School Counselor
Guidance	November	4	Classroom Lesson: Acceptance of Uniqueness	Guidance Curriculum	School Counselor
Guidance	February	4	Classroom Lesson: Self-knowledge	Guidance Curriculum	School Counselor
Guidance	May	4	Classroom Lesson: Cooperation	Guidance Curriculum	School Counselor
Guidance	May	5	Career Day	Volunteer Speakers	School Counselors
Guidance	May	5	JA Our Nation: Session 3: Career Quest	Junior Achievement	School Counselor/JA Volunteers

13.1.8 Career Awareness and Preparation "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
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Guidance	February	7	Career Interest Inventory	7th guidance classes	Connolly
Guidance	December	8	Interest Inventory	Educationplanner.org	School Counselor
Guidance	August	6	BizTown Classroom Lesson - Community (Unit 1 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	December	6	BizTown Classroom Lesson - Work Readiness (Unit 3 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Field Trip (Unit 5 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor

13.1.11 Career Awareness and Preparation

"A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Yearly	9-12	Individual Interview	Collegeboard Khan Academy NCAA Indeed Monster	School Counselor
Guidance	Fall	9	STEM Summit		STEM Summit
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

13.1.3 Career Awareness and Preparation "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	K-3	Career Week	Guidance Curriculum Community Businesses	School counselor and community volunteers

13.1.5 Career Awareness and Preparation "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	4	Classroom Lesson: Group Responsibility	Guidance Curriculum	School Counselor
Guidance	November	4	Classroom Lesson: Acceptance of Uniqueness	Guidance Curriculum	School Counselor
Guidance	February	4	Classroom Lesson: Self-Knowledge	Guidance Curriculum	School Counselor
Guidance	February	4	Classroom Lesson: Work habits, environment and personal preferences	Guidance Curriculum	School Counselor
Guidance	May	5	JA Our Nation: Session 3: Career Quest	Junior Achievement	School Counselor/JA Volunteers
Guidance	May	5	Career Day	Volunteer Speakers	School Counselors

13.1.8 Career Awareness and Preparation "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	December	8	Interest Inventory	Educationplanner.org	School Counselor
Guidance	August	6	BizTown Classroom Lesson - Community (Unit 1 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	December	6	BizTown Classroom Lesson - Career Types (Unit 3 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Field Trip (Unit 5 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor

13.1.11 Career Awareness and Preparation "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher
Guidance	Fall	9	STEM Summit		STEM Summit
Guidance	December	8	Interest Inventory	Educationplanner.org	School Counselor

13.1.3 Career Awareness and Preparation "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter-Spring	K-3	Ourselves Our Families Our Community Our City	Junior Achievement	Junior Achievement volunteers

13.1.5 Career Awareness and Preparation "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	March	4	Classroom Lesson: Career Research	Guidance Curriculum	School Counselor

13.1.8 Career Awareness and Preparation "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	February	7	Career Interest Inventory	7th Guidance Classes	Connolly
Guidance	December	8	Interest Inventory	Educationplanner.org	School Counselor

13.1.11 Career Awareness and Preparation "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall & Spring	11	Career Exploration	Packet/ Community Resources	Guidance Department

13.1.3 Career Awareness and Preparation "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter- Spring	K-3	Ourselves Our Families Our Community Our City	Junior Achievement	Junior Achievement volunteers

13.1.5 Career Awareness and Preparation "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	February	4	Classroom Lesson: Work habits, environment and personal preferences	Guidance Curriculum	School Counselor
Guidance	March	4	Classroom Lesson: Career Research	Guidance Curriculum	School Counselor
Guidance	May	5	Career Day	Volunteer Speakers	School Counselors

13.1.8 Career Awareness and Preparation "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	January	8	Course Selections	Teacher Recommendations	School Counselors (HS & MS)
Guidance	October	8	ABC Keystone Construction Wars	Interactive construction workshops	ABC Construction-skilled tradesman

13.1.11 Career Awareness and Preparation "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	March	10	Career Fair	Community Resources	Guidance Department
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

13.1.3 Career Awareness and Preparation "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter-Spring	K-3	Ourselves Our Families Our Community Our City	Junior Achievement	Junior Achievement volunteers
Guidance	Spring	K-3	Career Week	Guidance Curriculum Community Businesses	School counselor and community volunteers

13.1.5 Career Awareness and Preparation "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	4	Classroom Lesson: Group Responsibility	Guidance Curriculum	School Counselor
Guidance	November	4	Classroom Lesson: Acceptance of Uniqueness	Guidance Curriculum	School Counselor
Guidance	February	4	Classroom Lesson: Work habits, environment and personal preferences	Guidance Curriculum	School Counselor
Guidance	March	4	Classroom Lesson: Career Research	Guidance Curriculum	School Counselor
Guidance	May	5	Career Day	Volunteer Speakers	School Counselors

13.1.8 Career Awareness and Preparation "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	October	7	Career Interest Inventory	7th grade classes	Career Counselor
Guidance	December	6	BizTown Classroom Lesson - Career Types (Unit 3 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	December	6	BizTown Classroom Lesson - Jobs (Unit 3 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Paychecks (Unit 4 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor

13.1.11 Career Awareness and Preparation "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Yearly	9,10,11,12	Individual Interviews	Varies	School Counselors

13.1.3 Career Awareness and Preparation "F"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	K-3	Career Week	Guidance Curriculum Community Businesses	School counselor and community volunteers

13.1.5 Career Awareness and Preparation "F"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	January	4	Classroom Lesson: Job Awareness	Guidance Curriculum	School Counselor
Guidance	May	5	Career Day	Volunteer Speakers	School Counselors

13.1.8 Career Awareness and Preparation "F"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	January	8	Course Selections	Teacher Recommendations	School Counselors (HS & MS)
Guidance	October	7	Career Interest Inventory	7th grade classes	Career Counselor
Guidance	December /January	6	BizTown Classroom Lesson - Job Applications (Unit 3 - Lesson 3)	Junior Achievement BizTown Curriculum	School Counselor

13.1.11 Career Awareness and Preparation "F"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

13.1.3 Career Awareness and Preparation "G"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	K-3	Career Week	Guidance Curriculum Community Businesses	School counselor and community volunteers

13.1.5 Career Awareness and Preparation "G"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	January	4	Classroom Lesson: Job Awareness	Guidance Curriculum	School Counselor

13.1.8 Career Awareness and Preparation "G"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	October	7	Career Interest Inventory	7th Grade classes	Career Counselor
Guidance	December	8	Interest Inventory	Educationplanner.org	School Counselor
Guidance	December/ January	6	BizTown Classroom Lesson - Job Applications (Unit 3 - Lesson 3)	Junior Achievement BizTown Curriculum	School Counselor

13.1.11 Career Awareness and Preparation "G"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher
Guidance	May	12	Return of Career Portfolio	Portfolio	Guidance Paraprofessional

13.1.3 Career Awareness and Preparation "H"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	K-3	Career Week	Guidance Curriculum Community Businesses	School counselor and community volunteers

13.1.5 Career Awareness and Preparation "H"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	January	4	Classroom Lesson: Self-knowledge	Guidance Curriculum	School Counselor
Guidance	May	5	Career Day	Volunteer Speakers	School Counselors

13.1.8 Career Awareness and Preparation "H"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	January	8	Scheduling Fair	Teacher Recommendation	MS/HS Counselors

13.1.11 Career Awareness and Preparation "H"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher
Guidance	Winter	11	Junior Interview	4 Year Plan and Interview forms	School Counselor

13.2.3 Career Acquisition (Getting a Job) "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	3	Career Week	Guidance Curriculum Community Business	School counselor and community volunteers

13.2.5 Career Acquisition (Getting a Job) "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	4	Classroom Lesson: Personal Responsibility	Guidance Curriculum	School Counselor

13.2.8 Career Acquisition (Getting a Job) "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	January	6	BizTown Classroom Lesson - Interview Skills (Unit 3 - Lesson 4)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	January	6	BizTown Classroom Lesson - Interviews (Unit 3 - Lesson 5)	Junior Achievement BizTown Curriculum	School Counselor

13.2.11 Career Acquisition (Getting a Job) "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall & Spring	11	Mock Interviews	Guidance Curriculum	Guidance Paraprofessional and Community Volunteers

13.2.3 Career Acquisition (Getting a Job) "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	3	Career Week	Career Presentation Choice Packet	School Counselor

13.2.5 Career Acquisition (Getting a Job) "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	March	4	Classroom Lesson: Career Research	Guidance Curriculum	School Counselor

13.2.8 Career Acquisition (Getting a Job) "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	October	7	Career Interest Inventory	7th grade classes	Career Counselor
Guidance	December	6	BizTown Classroom Lesson - Jobs (Unit 3 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor

13.2.11 Career Acquisition (Getting a Job) "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
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13.2.3 Career Acquisition (Getting a Job) "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	3	Thank you letter to presenters	Career Week	School Counselor

13.2.5 Career Acquisition (Getting a Job) "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	April	4	Classroom Lesson: Trustworthiness	Guidance Curriculum	School Counselor

13.2.8 Career Acquisition (Getting a Job) "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	December/ January	6	BizTown Classroom Lesson - Job Application (Unit 3 - Lesson 3)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Friendly Letters (Unit 4 - Lesson 3)	Junior Achievement BizTown Curriculum	School Counselor

13.2.11 Career Acquisition (Getting a Job) "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Resume/Cover Letter	Career to Work	Personal Finance class
Guidance	Fall/Spring	11	Mock Interviews	Business Curriculum	Guidance Paraprofessional & local community members

13.2.3 Career Acquisition (Getting a Job) "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	3	Career Week	Guidance Curriculum Community Businesses	School Counselor Community Volunteers

13.2.5 Career Acquisition (Getting a Job) "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
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Guidance	January	4	Classroom Lesson: Self Knowledge	Guidance Curriculum	School Counselor
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13.2.8 Career Acquisition (Getting a Job) "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	May	8	Awards Ceremonies	Teacher recommendations, academic achievement	School Counselor
Guidance	January	8	Scheduling Fair	High School Teachers/School Counselors, Teacher Recommendations	MS/HS Counselors and Teachers

13.2.11 Career Acquisition (Getting a Job) "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	December-February	11	Junior Interviews	Guidance Curriculum	School Counselor

13.2.3 Career Acquisition (Getting a Job) "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	3	Career Week	Guidance Curriculum Community Businesses	School Counselor Community Volunteers

13.2.5 Career Acquisition (Getting a Job) "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	4	Classroom Lesson: Personal Responsibility	Guidance Curriculum	School Counselor
Guidance	May	4	Classroom Lesson: Cooperation	Guidance Curriculum	School Counselor
Guidance	Year long initiative	4, 5, 6	Lessons about School Wide Positive Behavior Support Program	SWBSP created lessons	School Counselors/CVIS Staff

13.2.8 Career Acquisition (Getting a Job) "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	December	6	BizTown Classroom Lesson - Teamwork (Unit 3 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	December/January	6	BizTown Classroom Lesson - Job Applications (Unit 3 - Lesson 3)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Quality Businesses (Unit 4 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Field Trip (Unit 5 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Business Evaluation	Junior Achievement BizTown Curriculum	School Counselor

			(Unit 5 - Lesson 2)		
Guidance	March	6	BizTown Classroom Lesson - Customer Service (Unit 4 - Lesson 4)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Business Dilemmas (Unit 4 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor

13.2.11 Career Acquisition (Getting a Job) "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

13.3.3 Career Retention and Advancement "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	3	Ourselves Our Families Our Communities Our City	Junior Achievement	Community Volunteers

13.3.5 Career Retention and Advancement "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
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Guidance	August	4	Classroom Lesson: Introduction to Guidance	Guidance Curriculum	School Counselor
Guidance	November	4	Classroom Lesson: Personal Responsibility	Guidance Curriculum	School Counselor
Guidance	5 hours per week	4, 5, 6/75 students	Homework Club		School Counselor/CVIS Staff
Guidance	Ongoing	4, 5, 6	Lessons about School Wide Positive Behavior Support Program	SWPBSP created lessons	School Counselors/CVIS Staff
Guidance	May	5	JA Our Nation: Session 4: Get and Keep the Job	Junior Achievement	School Counselors/JA Volunteers

13.3.8 Career Retention and Advancement "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	School Term	7/8	WIT	Textbooks, Student Materials	School Counselor
Guidance	December	6	BizTown Classroom Lesson - Work Readiness (Unit 3 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Quality Businesses (Unit 4 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Business Evaluation (Unit 5 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor

13.3.11 Career Retention and Advancement "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall	9	STEM Summit		STEM Summit

13.3.3 Career Retention and Advancement "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall	3	Core Essential Beginning of Year Big 3 Lesson	Core Essentials	School Counselor

13.3.5 Career Retention and Advancement "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	4	Classroom Lesson: Group Responsibility	Guidance Curriculum	School Counselor
Guidance	May	4	Classroom Lesson: Cooperation	Guidance Curriculum	School Counselor
Guidance	May	5	JA Our Nation: Session 4: Get and Keep the Job	Junior Achievement	School Counselor/JA Volunteers
Guidance	Ongoing	4, 5, 6	Lessons about School Wide Positive Behavior Support Program	SWPBSP created lessons	School Counselors/CVIS Staff

13.3.8 Career Retention and Advancement "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
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Guidance	September	7/8	Whole Class Meeting	SAP/Bullying Referral Forms, Student Handbook	School Counselor and Administration
Guidance	December/January	6	BizTown Classroom Lesson - Teamwork (Unit 3 - Lesson 3)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Quality Businesses (Unit 4 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Lesson - BizTown Field Trip (Unit 5 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Business Evaluation (Unit 5 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	February	6	BizTown Classroom Lesson - Elections (Unit 3 - Lesson 7)	Junior Achievement BizTown Curriculum	School Counselor

13.3.11 Career Retention and Advancement "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall	9	STEM Summit		STEM Summit

13.3.3 Career Retention and Advancement "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter-Spring	3	Ourselves, Our Families Our Communities Our City	Junior Achievement	Community Volunteers

13.3.5 Career Retention and Advancement "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	4	Classroom Lesson: Personal Responsibility	Guidance Curriculum	School Counselor
Guidance	November	4	Classroom Lesson: Group Responsibility	Guidance Curriculum	School Counselor
Guidance	February	4	Classroom Lesson: Budgeting Finances	Guidance Curriculum	School Counselor
Guidance	March	4	Classroom Lesson: Citizenship—Problem Solving	Guidance Curriculum	School Counselor
Guidance	August	4, 5, 6	Lessons about School Wide Positive Behavior Support Program	SWBSP created lessons	School Counselors/CVIS Staff
Guidance	May	5	JA Our Nation: Session 4: Get and Keep the Job	Junior Achievement	School Counselor/JA Volunteers

13.3.8 Career Retention and Advancement "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	March/ April	6	BizTown Classroom Lesson - BizPrep #1,2 & 3 (Unit 4)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	December	6	BizTown Classroom Lesson - Teamwork (Unit 3 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Quality Business (Unit 4 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor

Guidance	March	6	BizTown Classroom Lesson - Customer Service (Unit 4 - Lesson 4)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Business Dilemmas (Unit 4 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - BizTown Field Trip (Unit 5 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Business Evaluations (Unit 5 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor

13.3.11 Career Retention and Advancement "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall	9	STEM Summit		STEM Summit

13.3.3 Career Retention and Advancement "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter-Spring	3	Ourselves Our Families Our Communities Our City	Junior Achievement	Community Volunteers

13.3.5 Career Retention and Advancement

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	February	4	Classroom Lesson: Budgeting Finances	Guidance Curriculum	School Counselor

13.3.8 Career Retention and Advancement "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	September	6	BizTown Classroom Lesson Costs & Profit (Unit 1 - Lesson 5)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	September	6	BizTown Classroom Lesson - Taxes; Goods & Services (Unit 1 - Lesson 4)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	November	6	BizTown Classroom Lesson - Debit Cards (Unit 2 - Lesson 4)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	November	6	BizTown Classroom Lesson - Checks (Unit 2 - Lesson 6)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	October	6	BizTown Classroom Lesson - Savings Accounts (Unit 2 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	February	6	BizTown Classroom Lesson - Paychecks (Unit 3 - Lesson 9)	Junior Achievement BizTown Curriculum	School Counselor

13.3.11 Career Retention and Advancement "D"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

13.3.3 Career Retention and Advancement "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall	3	Core Essentials Beginning of Year Big 3 Lesson	Core Essential	School Counselor

13.3.5 Career Retention and Advancement "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	4	Classroom Lesson: Personal Responsibility	Guidance Curriculum	School Counselor
Guidance	August	4, 5, 6	Lessons about School Wide Positive Behavior Support Program	SWBSP created lessons	School Counselors/CVIS Staff
Guidance	November	4	Classroom Lesson: Group Responsibility	Guidance Curriculum	School Counselor

13.3.8 Career Retention and Advancement "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	March	6	BizTown Classroom Lesson - Quality Business (Unit 4 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Business Dilemmas (Unit 4 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Customer Service (Unit 4 - Lesson 4)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - BizTown Field Trip (Unit 5 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Business Evaluations (Unit 3 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor

13.3.11 Career Retention and Advancement "E"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

13.3.3 Career Retention and Advancement "F"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter-Spring	3	Ourselves Our Families Our Communities Our City	Junior Achievement	Community Volunteers

13.3.5 Career Retention and Advancement "F"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	4	Classroom Lesson: Personal Responsibility	Guidance Curriculum	School Counselor

13.3.8 Career Retention and Advancement "F"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Announcements	School term	7/8	Job openings announced, community opportunities	Community postings	School Counselor

13.3.11 Career Retention and Advancement "F"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	March	10	10th Grade Career Fair	Adams County Economic Education Foundation	Adams County Economic Education Foundation

13.3.3 Career Retention and Advancement "G"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Spring	3	Career Week	Guidance Curriculum Community Businesses	School Counselor Community Volunteers

13.3.5 Career Retention and Advancement "G"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
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Guidance	February	4	Classroom Lesson: Self-knowledge	Guidance Curriculum	School Counselor
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13.3.8 Career Retention and Advancement "G"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	School term	7/8	Job openings, Volunteer opportunities	Community postings	School Counselor

13.3.11 Career Retention and Advancement "G"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
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13.4.3 Entrepreneurship "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter-Spring	3	Ourselves Our Families Our Communities Our City	Junior Achievement	Community Volunteers

13.4.5 Entrepreneurship "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	May	5	Career Day	Volunteer Speakers	School Counselors
Guidance	May	5	JA Our Nation: Session 2: Innovation Nation	JA Volunteers	School Counselor
Guidance	March	4	Classroom Lesson: Entrepreneurship	Guidance Curriculum	School Counselor

13.4.8 Entrepreneurship "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	November	6	BizTown Classroom Lesson - Debit Cards (Unit 2 - Lesson 4)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	November	6	BizTown Classroom Lesson - Checks (Unit 2 - Lesson 5)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	February	6	BizTown Classroom Lesson - Paychecks (Unit 3 - Lesson 9)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	April	6	BizTown Classroom Lesson - Business Costs (Unit 4 - BizPrep #3)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	February	6	BizTown Classroom Lesson - Pricing	Junior Achievement BizTown Curriculum	School Counselor

			(Unit 3 - Lesson 8)		
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13.4.11 Entrepreneurship "A"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

13.4.3 Entrepreneurship "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter-Spring	3	Ourselves Our Families Our Communities Our City	Junior Achievement	Community Volunteers

13.4.5 Entrepreneurship "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	February	4	Classroom Lesson: Budgeting Finances	Guidance Curriculum	School Counselor
Guidance	May	5	JA Our Nation: Session 2: Innovation Nation	JA Volunteers	JA Volunteers
Guidance	March	4	Classroom Lesson: Entrepreneurship	Guidance Curriculum	School Counselor

13.4.8 Entrepreneurship "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	December	6	BizTown Classroom	Junior Achievement	School Counselor

			Lesson - Work Readiness (Unit 3 - Lesson 1)	BizTown Curriculum	
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13.4.11 Entrepreneurship "B"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

13.4.3 Entrepreneurship "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Winter-Spring	3	Ourselves Our Families Our Communities Our City	Junior Achievement	Community Volunteers

13.4.5 Entrepreneurship "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	April	4	Classroom Lesson: Budgeting Finances	Guidance Curriculum	School Counselor
Guidance	March	4	Classroom Lesson: Entrepreneurship	Guidance Curriculum	School Counselor

13.4.8 Entrepreneurship "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	September	6	BizTown Classroom Lesson - Economy (Unit 1 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Quality Business (Unit 4 - Lesson 1)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March	6	BizTown Classroom Lesson - Business Dilemmas (Unit 4 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	April	6	BizTown Classroom Lesson - Biz Quiz Game (Unit 4 - Lesson 5)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	April	6	BizTown Classroom Lesson - Business Costs (Unit 4 - BizPrep #2)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	February	6	BizTown Classroom Lesson - Pricing (Unit 3 - Lesson 8)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	March/ April	6	BizTown Classroom Lesson - Advertising	Junior Achievement BizTown Curriculum	School Counselor

			(Unit 4 - BizPrep #1 & 2)		
Guidance	May	6	BizTown Classroom Lesson - Final Preparations (Unit 4 - Lesson 6 & 7)	Junior Achievement BizTown Curriculum	School Counselor
Guidance	May	6	BizTown Classroom Lesson - Business Evaluations (Unit 5 - Lesson 2)	Junior Achievement BizTown Curriculum	School Counselor

13.4.11 Entrepreneurship "C"

Content	Time Frame	Grade Level	Activity	Resources	Delivered By
Guidance	Fall/Spring	11	Career Planning and Exploration		Personal Finance teacher

Career Planning through Career Portfolio

[High School Career Planning Information](#)

[College Bound Student Career Plan](#)

[Career Based Career Plan](#)

[Career Assessment Activity](#)

11. Career and Technical Center Strategy-

Conewago Valley School District sends students to Adams County Technical Institute (ACTI) to participate in seven programs: Allied Health, Culinary Arts, Diesel Mechanics, Computer Networking, Law Enforcement, Building Trades, and Early Childhood Learning.

Data: NOHS students at ACTI - student enrollment

	Allied Health	Culinary Arts	Diesel Mechanics	Computer Networking	Law Enforcement	Building Trades	Early Childhood Learning
2022-2023	7 students	8 students	10 students	7 student	7 students	4 students	4 students

ACTI students participate in programs and activities K-12 to increase awareness and recruitment of the ACTI programs. At the high school level, ACTI students talk to prospective students at an assembly for 10th grade students (due to COVID-19, virtual presentations will be given). The Career Counselor at ACTI also participates in recruitment and awareness activities for CVSD students through talking with parents and students at the Scheduling Fair at the high school. In addition, collaboration occurs between CVSD counselors and ACTI staff to ensure that students and parents receive all the necessary information regarding all of the offerings at Tech Prep, including information about articulation agreements and college credits, certifications offered, job shadowing, etc.

12. Job Descriptions

Position Title: School Counseling Curriculum Liaison
Department: School Counseling
Reports To: District Superintendent and Building Principal
Date: December 19, 2003

SUMMARY: Oversee the development and implementation of comprehensive guidance services K-12.

JOB QUALIFICATIONS:

Master's Degree – Guidance Certification
 Supervisory Certification

SUPERVISORY DUTIES:

Supervise all matters pertaining to counseling and guidance and provide District-wide leadership of the school counseling program.
 Develop/implement a K-12 school counseling program for the District
 Give technical advice and supervision to individual counselors, paraprofessionals, secretaries and interns in conjunction with the building principals (K-12).
 Arrange/provide a comprehensive standardized testing program (including the management of the local scoring process) for the District (K-12) and be prepared to give instruction/staff supervision in the administration thereof.
 Maintain/enact policy pertaining to the handling of pupil records and information (including all special education) as to safeguarding and release of same (including collection, recording, and compiling of data for cumulative records).
 Assist in securing applications and interviewing applicants in the area of counseling which may become vacant in the District.
 Provide budgetary assistance for the K-12 school counseling program.
 Aid administrators in completing required District, state, and federal reports.
 Assume all duties of Curriculum Liaison such as setting up department meetings, organizing agendas, attending department chair and curriculum cabinet meetings.
 Serve as District representative for the County School to Work effort.
 Organize District career development program.
 In conjunction with the counseling staff annually develop and implement a written action plan to increase the continuing education rate among CVSD graduates. The plan would include, but not be limited to, (a) maintaining an up-to-date file and library from which to draw knowledge of admission policies, program offerings, and financial aid for students, (b) organize, coordinate, and conduct local college fairs, (c) set up visitations from college, trade technical, business school, nursing school, and armed forces representatives, (d) publicize scholarship opportunities and provide information about scholarships, (e) oversee post-secondary visits by 8th grade students.

OTHER ESSENTIAL DUTIES:

Maintain up-to-date file and library from which to draw knowledge of vocational information for career planning.

Maintain software programs for career and college information.

Oversee local scholarship program and aid in various scholarship selection processes.

Organize and prepare articles for the high school and District newsletter.

Conduct all normal counseling duties with assigned students.

School Counseling Curriculum Liaison

Be accountable for maintaining all student records, including cumulative folders, test files, permanent record cards, special education files, psychological files, and career files.

Oversee high school standardized (Stanford, PSSA, Advanced Placement, Preliminary Scholastic Aptitude Tests, and Armed Services Vocational Aptitude Battery) testing program (e.g. scheduling, rooms, proctors, general administration, make-up, etc.)

Develop and distribute high school course selection guide. Organize Scheduling Fair. Organize individual classroom presentations (8-11).

Organize new student orientation.

Conduct end of year surveys of senior students. Conduct 1 and 5 year follow up surveys of graduates.

Arrange and provide for parent conferences with teachers and administrators.

Coordinate relations with Childrens' Services, Family Counseling, Mental Health, Vocational Rehabilitation, in-school therapists, and other agencies.

Organize Fall Open House conferences.

Coordinate the high school graduation project program.

Such other responsibilities in the area of counseling as determined by the District Superintendent or the High School Principal.

PHYSICAL DEMANDS: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to sit and talk or hear.

The employee frequently is required to walk.

The employee is occasionally required to stand and reach with hands and arms

Occasionally, yet essential to this position, the individual must meet deadlines with severe time constraints interacting with the public and other workers.

Occasionally this position requires the employee to work irregular or extended hours, direct responsibility for the safety, well-being or work output of other people, and meet multiple demands from several people.

WORK ENVIRONMENT: *The work environment characteristics described here are representative of those an employee encounters while*

performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment is usually quiet and is representative of those an employee encounters while performing the essential functions of this position.

COMMENTS: Position holder must have a friendly, helpful, caring personality. Individual must also possess good communication, interpersonal, and organizational skills.

The Position Specifications described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.

Position Title: High School Counseling – Career Paraprofessional
Department: School Counseling
Reports To: Building Principal and School Counseling Curriculum Liaison
Date: June 30, 2009

SUMMARY:

To help to provide, as a support staff member of the School Counseling Department and **under the direction and supervision of a certificated counselor**, a comprehensive school counseling program for students. The role of the school counseling paraprofessional is to aid the certified counselors in the performance of most of the traditional counselor/guidance functions.

ESSENTIAL DUTIES AND RESPONSIBILITIES: ALL OF THE DUTIES DESCRIBED ARE TO BE UNDERTAKEN ONLY UNDER THE DIRECTION AND SUPERVISION OF A CERTIFICATED COUNSELOR OR ADMINISTRATOR. Other duties may be assigned.

CAREER ORIENTED DUTIES

Monitor and screen to aid counselors in counseling groups or individual students through the development of educational and career plans
 Provide a non-certificated, paraprofessional viewpoint in the evaluation and revision of the building school counseling program/career exploration
 Support the counselors in conducting counseling activities (career and scheduling) in the classroom in conjunction with administration and teachers
 Provide support to the counselors in facilitating the infusion of counseling/learning activities into the regular education curricula
 Attend orientations, end of year awards programs, evening parent meetings, and other parent information meetings as appropriate and/or assigned
 Assist with the coordination and proctoring of state tests (PSAT, SAT, ASVAB, Keystone exams)
 Assist the middle school with the proctoring and organization of the PSSA tests
 Assist in the coordination of the 10th Grade Career Fair at Gettysburg College
 Assist counselors with implementation of issue groups, classroom guidance, information services, career development, testing, educational planning, and miscellaneous functions associated with the mission of the school counseling department
 Assist with registration and orientation of new students (explanation of graduation career portfolio)
 Coordinate the career oriented career portfolio for all students
 Coordinate the 11th Grade Career Exploration experience

OTHER DUTIES

Support the counselor in counseling small groups and individual students with problems. Refer severe problems to appropriate staff members
 Consult with teachers, staff, and parents regarding meeting the developmental needs of students

Help to facilitate the Student Assistance Program (SAP)
 Help to facilitate the Mentoring Program
 Help to respond to crisis situations when appropriate and in a fashion commensurate with the non-certified, paraprofessional status and limitations of the position
 Coordination and proctoring of state (PSSA and Keystone Exams) tests
 Coordinate the scheduling of parent/teacher conference night
 Assist with the orientation of new students during the school year
 Perform clerical and computer duties as needed
 Other duties as assigned by administration or school counselors

SUPERVISORY RESPONSIBILITIES: Students and student helpers

QUALIFICATION REQUIREMENTS: To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

EDUCATION and/or EXPERIENCE: Degree in human services, education, or a related field is preferable but not required. Experience in working with children is desirable.

CERTIFICATES, LICENSES, REGISTRATIONS: None

LANGUAGE SKILLS: Ability to read, analyze, and interpret general periodicals, some professional journals, technical procedures, or governmental regulations. Ability to write reports and correspondence. Ability to effectively present information and respond to questions in individual, small group, and large group settings.

MATHEMATICAL SKILLS: Ability to work with mathematical concepts such as probability and statistics. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITY: Ability to solve practical problems and deal with a variety of concrete variables. Ability to interpret a variety of instructions furnished in written, oral, diagram, or schedule form.

OTHER SKILLS and ABILITIES:

Ability to apply knowledge to school counseling program; ability to plan and implement programs based on direction provided by certified counselors.

Ability to establish and maintain effective relationships with students, peers and parents

Skill in oral and written communication

Ability to operate or to learn to operate various computer hardware and software

Ability to quickly adjust from one situation to another

Ability to work successfully with adults and children even when those individuals are angry or display negative behavior

PHYSICAL DEMANDS: The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the duties of this job, the employee is continuously required to sit and talk or hear. Occasionally the employee will repeat the same hand, arm, or finger motion many times. The employee must be able to attend meetings in the evening and at other locations.

Specific vision abilities required by this job include close vision such as the ability to read handwritten or typed material and the ability to adjust focus. The position requires the individual to meet multiple demands from several people and interact with the public and other staff.

WORK ENVIRONMENT: The work environment characteristics described here are representative of those employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Position Title: School Counselor – High School
Department: School Counseling
Reports To: District Superintendent and Building Principal
Date: May, 2010

SUMMARY:

Assist students, parents, administrators and teachers in collaborating to meet academic, social-emotional, and career goals.

JOB QUALIFICATIONS:

Master’s Degree – Guidance Certification

ESSENTIAL DUTIES:

- Provides direct support service to individual students, small groups, and classrooms.
- Be accountable for maintaining all student records, including cumulative folders, test files, permanent record cards, special education files, psychological files, and career files and completing associated paperwork (transcripts, etc).
- Arrange and facilitate parent conferences with teachers and administrators.
- Responsible for scheduling students
- Schedules to meet with every student at least one time per year formally to provide college, career and general counseling.
- Presents in classrooms on the topics of career development, college preparation and transition services.
- Identifies and develops a plan to deal with at-risk students.
- Completes assessments, referrals, and counseling with students and families.
- Consults with other professional staff and outside agencies and other organizations.
- Serves as a member of the SAP team and other school based teams.
- Coordinates help for students through the BIP, SST and other support teams.
- Authors 504 Plans and other written reports as needed or as requested or as required by Federal, State and local agencies.
- Develops and maintains family outreach programs and community partnerships.
- Plans, promotes and facilitates parent presentations.
- Assists with back to school and new student orientation nights.
- Seeks out grant funding opportunities.
- Assists with standardized testing.
- Prepares articles for the high school and District newsletter.
- Conducts all normal counseling duties with assigned students.
- Oversees local scholarship program and aid in various scholarship selection processes.
- Such other responsibilities in the area of guidance as determined by the District Superintendent or the High School Principal which may include:
 - Career Fair

College Fairs
College in the High School
Distance Education/Blended Academy
Coordinating the scholarship/awards ceremony
Maintaining guidance website

PHYSICAL DEMANDS: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to sit and talk or hear.

The employee frequently is required to walk.

The employee is occasionally required to stand and reach with hands and arms

The employee is occasionally required to lift boxes of materials

Occasionally, yet essential to this position, the individual must meet deadlines with severe time constraints interacting with the public and other workers.

Occasionally this position requires the employee to work irregular or extended hours, direct responsibility for the safety, well-being or work output of other people, and meet multiple demands from several people.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment is usually quiet and is representative of those an employee encounters while performing the essential functions of this position.

COMMENTS:

Position holder must have a friendly, helpful, caring personality. Individual must also possess good communication, interpersonal, and organizational skills.

The Position Specifications described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned

Position Title: Career Counselor – 7 thru 12
Department: School Counseling
Reports To: District Superintendent and Building Principal
Date: April, 2018

SUMMARY:

Assist students, parents, administrators and teachers in collaborating to meet career goals.

JOB QUALIFICATIONS:

Master’s Degree – Guidance Certification

ESSENTIAL DUTIES:

- Meets with every 9th, 11th and 12th grade student (10th content is covered in the 10th grade interview with their respective guidance counselor) at least one time per year formally to provide career counseling
- Presents in classrooms on the topics of career development, college preparation and transition services
- Completes assessments, referrals, and counseling with students and families
- Consults with other professional staff and outside agencies and other organizations
- Plans, promotes and facilitates parent presentations
- Attends Hanover Chamber of Commerce meetings
- Attends District Manufacturing Program Development Meetings
- Assists with the development of Programs of Study and Pathways
- Assists with Job Shadowing
- Serves as a tour guide and schedules visitors to the renovated Technology Center
- Maintains Individual Career Plan Documents
- Meets with area businesses to solicit job openings, internships, and apprenticeships
- Announces, posts and recruits for active job openings
- Distribute written announcements, press releases, and other communications concerning career/volunteer/work opportunities
- Supports the efforts of 6-12th grade career initiatives in the district
- Works with CVIS and NOMS counselors to identify those students who would benefit from the alternative career based options in high school and meets with those students to assist with transitions

- Assists in providing services to at-risk students (vocational, educational, career, personal and crisis), making them aware of educational alternatives and counseling/career awareness opportunities. This could include:
 - Assisting students in their evaluation of job skills, personal skills, and social skills through individual and group counseling activities, as well as a computerized career assistance programs
 - Grades, attendance, and behavior gathered monthly
 - Meet with identified students regularly to focus on job exploration, interest inventories, etc.
- Such other responsibilities in the area of guidance as determined by the District Superintendent, High School Principal, or the Middle School Principal

PHYSICAL DEMANDS: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

- While performing the duties of this job, the employee is regularly required to sit and talk or hear.
- The employee frequently is required to walk.
- The employee is occasionally required to stand and reach with hands and arms
- The employee is occasionally required to lift boxes of materials
- Occasionally, yet essential to this position, the individual must meet deadlines with severe time constraints interacting with the public and other workers.
- Occasionally this position requires the employee to work irregular or extended hours, direct responsibility for the safety, well-being or work output of other people, and meet multiple demands from several people.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The work environment is usually quiet and is representative of those an employee encounters while performing the essential functions of this position.

COMMENTS:

Position holder must have a friendly, helpful, caring personality. Individual must also possess good communication, interpersonal, and organizational skills.

The Position Specifications described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.

Position Title: Middle School - School Counselor
Department: School Counseling
Reports To: District Superintendent, Building Principal, and School Counseling Curriculum Liaison
Date: October 2010

SUMMARY:

Assist students, parents, administrators and teachers in collaborating to meet academic, social-emotional, and career goals.

JOB QUALIFICATIONS:

Master's Degree – Guidance Certification

ESSENTIAL DUTIES:

- Provides direct support service to individual students, small groups, and classrooms.
- Be accountable for maintaining all student records, including cumulative folders, test files, permanent record cards, special education files, psychological files, and career files and completing associated paperwork (transcripts, etc).
- Arrange and facilitate parent conferences with teachers and administrators.
- Responsible for scheduling students.
- Presents in classrooms on the topics of career development, college preparation and transition services.
- Identifies and develops a plan to deal with at-risk students.
- Completes assessments, referrals, and counseling with students and families.
- Consults with other professional staff and outside agencies and other organizations.
- Serves as a member of the SAP team and other school based teams.
- Coordinates help for students through the BIP, SST and other support teams.
- Authors 504 Plans and other written reports as needed or as requested or as required by Federal, State and local agencies.
- Develops and maintains family outreach programs and community partnerships.
- Plans, promotes and facilitates parent presentations.
- Assists with back to school and new student orientation nights.
- Seeks out grant funding opportunities.
- Assists with standardized testing.
- Conducts all normal counseling duties with assigned students.
- Such other responsibilities in the area of counseling as determined by the District Superintendent or the Middle School Principal which may include:
 - Young Men's/Women's Leadership Conference
 - Coordinating the scholarship/awards ceremony
 - Maintaining guidance website

PHYSICAL DEMANDS: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to sit and talk or hear.

The employee frequently is required to walk.

The employee is occasionally required to stand and reach with hands and arms

The employee is occasionally required to lift boxes of materials

Occasionally, yet essential to this position, the individual must meet deadlines with severe time constraints interacting with the public and other workers.

Occasionally this position requires the employee to work irregular or extended hours, direct responsibility for the safety, well-being or work output of other people, and meet multiple demands from several people.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment is usually quiet and is representative of those an employee encounters while performing the essential functions of this position.

COMMENTS:

Position holder must have a friendly, helpful, caring personality. Individual must also possess good communication, interpersonal, and organizational skills.

The Position Specifications described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.

Position Title: Intermediate School - School Counselor
Department: School Counseling
Reports To: District Superintendent, Building Principal, and School Counselor Curriculum Liaison
Date: November 2010

SUMMARY:

Assist students, parents, administrators and teachers in collaborating to meet academic, social-emotional, and career goals.

JOB QUALIFICATIONS:

Master's Degree – Guidance Certification

ESSENTIAL DUTIES:

Provides direct support service to individual students, small groups, and classrooms.
Arrange and facilitate parent conferences with teachers and administrators.
Responsible for scheduling students
Identifies and develops a plan to deal with at-risk students.
Completes assessments, referrals, and counseling with students and families.
Consults with other professional staff and outside agencies and other organizations.
Serves as a member of the Student Support Team (SST), Bullying Prevention Team, SWPBSP, SAP and other school based teams.
Coordinates help for students through the BIP, FBA/PBSP, SST, Hope program and other support teams.
Authors 504 Plans and other written reports as needed or as requested or as required by Federal, State and local agencies.
Assist with the planning, promoting and facilitating of parent presentations.
Assists with back to school and new student orientation nights.
Coordinates and oversee all aspects of the preparation of testing materials for PSSA testing.
Conducts all normal counseling duties with assigned students.
Assist with the registration and placement of new students.
Consult with teachers, staff and parents regarding meeting the developmental needs of students.
Responds to crisis situations when appropriate.
Develop and teach lesson plans for guidance curriculum (Grade 4-Character Counts and Career Awareness, Grade 6-Junior Achievement BizTown).
Coordinate the preparation and printing of progress reports (4 times/year) and report cards (4 times/year).
Such other responsibilities in the area of guidance as determined by the District Superintendent or the Intermediate School Principal which may include:
Distance Education/Blended Academy
Maintaining guidance website
Help coordinate Homework Club program

PHYSICAL DEMANDS: *The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.*

While performing the duties of this job, the employee is regularly required to sit and talk or hear.

The employee frequently is required to walk.

The employee is occasionally required to stand and reach with hands and arms

The employee is occasionally required to lift boxes of materials

Occasionally, yet essential to this position, the individual must meet deadlines with severe time constraints interacting with the public and other workers.

Occasionally this position requires the employee to work irregular or extended hours, direct responsibility for the safety, well-being or work output of other people, and meet multiple demands from several people.

WORK ENVIRONMENT:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment is usually quiet and is representative of those an employee encounters while performing the essential functions of this position.

COMMENTS:

Position holder must have a friendly, helpful, caring personality. Individual must also possess good communication, interpersonal, and organizational skills.

The Position Specifications described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The information contained in this job description is for compliance with the American with Disabilities Act (A.D.A.) and is not an exhaustive list of duties performed for this position. Additional duties are performed by the individual currently holding this position and additional duties may be assigned.

Position Title: Elementary School Counselor
Student Support Team Teacher
Department: School Counseling
Reports To: District Superintendent, Building Principal, and School Counseling Curriculum Liaison
Date: October 5, 2010

Summary:

Assist students, parents, administrators, and teachers in collaborating to meet academic, social-emotional, and career goals.

Job Qualifications:

Master’s Degree – Guidance Certification for School Counselor title

Essential Duties:

- * Provides direct support service to individual students, small groups, and classrooms.
- * Presents in classrooms on the topics of career, academic, and social emotional development.
- * Identifies and creates a plan to deal with at-risk students (academics/behavior)
- * Completes assessments, referrals, and counseling with students and families.
- * Consults with other professional staff and outside agencies and other organizations.
- * Serves as a member of the School Improvement Team and other school based teams.
- * Coordinates help for students through the PIBS, and other support teams.
- * Authors 504 Plans and other written reports as needed or as requested or as required by Federal, State, and local agencies.
- * Develops and maintains family outreach programs and community partnerships.
- * Plans, promotes, and facilitates parent presentations.
- * Seeks out grant funding opportunities.
- * Assists with standardized testing.
- * Prepares articles for the elementary school newsletter/district website.
- * Such other responsibilities in the area of school counseling as determined by the District Superintendent or the Elementary School Principal which may include:
 - * Distance education/Blended Academy
 - * Coverage duties as assigned
- * Provides direct support services to individual students and small groups.
- * Identifies and develops a plan to deal with at-risk students (behaviors)
- * Consults with other professional staff through attending weekly intervention meetings.
- * Facilitate in the creation of student FBA/PBSP.
- * Assist with back to school and new student orientation nights.
- * Assist with standardized testing.

- * Assist with Acadience screening materials and assessment results.
- * Complete assessments and referrals with students and teachers.
- * Conduct referral conferences with teachers and building principal per student referral.
- * Collect needed data (attendance, discipline, health report, report cards, standardized test scores, and prior evaluations.)
- * Arrange and facilitate parent conferences/meetings with teachers and administrators.
- * Oversee the implementation of individualized action plans.
- * Coordinate and maintain progress monitoring.

Physical Demands:

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- * While performing the duties of this job the employee is regularly required to sit and talk or hear.
- * The employee frequently is required to walk.
- * The employee is occasionally required to stand and reach with hands and arms.
- * The employee is occasionally required to lift boxes of materials.
- * Occasionally, yet essential to this position, the individual must meet deadlines with severe time constraints interacting with the public and other workers.
- * Perform physical duties to ensure the safety of students and staff.

Work Environment:

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The work environment is usually quiet and is representative of those an employee encounters while performing the essential functions of this position.

Comments:

Position holder must have a friendly, helpful, caring personality. Individual must also possess good communication, interpersonal, and organizational skills.