

Lehigh Area School District
Advisory Council for Counseling and Careers
October 6, 2023

Attendees: Samatha Kistler, Amanda Citro, Janine Partenio, Sue Howland, Deb Lindh, Mary Boaz, Aaron Sebelin, June Potts, Kelli Costenbader, Samantha Elias, Kathleen Martin, Dr. Amy Neeb, Rachel Toonder, Girvin Janicki, Eric Christman, Susan Benczkowski, Jennifer Brownmiller, Danny Franzosa, Dave Krause, Steven Ebbert, Carrie Kenny

- I. Mrs. Kistler welcomed the community members and introductions were made.

- II. Presentation - LAHS Career Pathways Model-Mrs. Sue Howland
 - Pathways have been laid out for several pathways that start at the elementary level.
 - There are gaps due to COVID but this is something they are working on and getting back on track.
 - The various pathways for the students were reviewed.
 - SmartFutures has been implemented to assist in building the student's specific pathway.
 - The ultimate goal is that by senior year, the students can go out into the community for hands-on experience based on their pathways
 - Mrs. Martin reviewed "Tomorrow's High School" which prepares students to be college and career ready. This helps students who want to bypass college to go right into the workforce
 - Mrs. Costenbader discussed that during in-service days, they are reviewing pathways and course work.
 - Career standards that are required by the department of education were reviewed.
 - We are working with other districts to learn from their career pathways modal and there are committees for this.

- III. Industry based standards/CTE/Co-op programs - Ms. June Potts
 - Mrs. Potts reviewed the District's new co-op program that she is currently piloting.

- This program puts the students out in the community, working with businesses so that our students gain knowledge but also helps students realize what they want to do in the future.
- They are working with St. Luke's but plan to expand to other businesses in the community

IV. Portrait of a Graduate-Dr. Christina Fish

- Dr. Fish will present Portrait of a Graduate at the next meeting but Mrs. Kistler briefly reviewed this concept.
- When we look at a student who is graduating, what characteristics do they have to be successful and what skills do they need.
- What supports do our students need to be successful; both in our school and in the workforce?

V. Building Guidance Counselor Program Updates - What do these programs look like in each building?

- PBIS
 - At the elementary school they have implemented, safe, respectable and responsible every day. Brave Bucks are given if students are doing these behaviors and they can be exchanged for a prize. They also have the Beyond Brave program for students who show behaviors every day but go above and beyond. These students get the opportunity to see their principal and are entered into a drawing. Also, they have stressed cognitive morale so students know that these behaviors go beyond our elementary center.
 - This year, CMP joined their efforts to implement a program where they come to the elementary center once a week to see students.
 - Ms. Lindh discussed anxiety and mental health and building a positive school climate.
 - At the Middle School, they are collecting as much data as possible. The form is collected through our new program, SWIS. This data program helps them track data and details. Incentives, such as lunch rewards, have been introduced.
 - Start with Hello has been introduced at the middle school. Student volunteers are trained to get others involved that feel that they don't have many friends or feel lonely. A

program called “Start with Hello” has been implemented to start a conversation and build a rapport with that student.

- Soft skills, conflict resolution and finding ways to communicate effectively are all worked on at the Middle School level.
- Small group sessions with CMP have been held at the Middle School over the past few years.
- At the high school, SWPBIS has been revamped.
- Social Emotional Learning is active at every building
- SAP (Student Assistance Program)
 - Teachers, community members and parents can refer students to the SAP teams, which are built of a variety of staff members such as teachers, guidance counselors, nurses
 - SAP teams look at what students need? A mentor? Financial support? Mental health concerns?
- 504 Plans
 - 504 Plans are for students that require accommodations that have been identified by a doctor.

VI. How does what we are doing in the district impact your business or the community? - Mrs. Samantha Kistler

- Mr. Janicki from Lehigh Walmart spoke about his company. There are a lot of opportunities for “non glamorous” jobs.
- Mr. Christman likes the co-op program in that students get some real life experience. He is a third-party employer and retention is a major problem. In the workforce, rewards can be an issue.
- Dr. Neeb likes the opportunity for students to shadow. They would be interested in an internship. She wondered how strict the pathways are? The High School explained that they still have core classes, there is flexibility.
- Mr. Krause discussed LCCC’s programs and challenges that they have with their students. He noted that while enrolled in cyber schools, students aren’t getting certain interactions, teamwork and communication.
- Ms. Lindh mentioned that at the elementary level, things are very different. They are focused on the students having different experiences to find what they are interested in.
- Rachel Toonder discussed the dual enrollment program with LCCC. For dual enrollment, you don’t have to go to college but the

experience for students is positive for the future. Once the students get through the first semester and meet the high school requirements for their HS diploma, they can tailor their other courses based on their interests and desired degree.

VIII. Next Meeting Date for 2023-2024

- Friday, March 8, 2024