



Northern York County School District Comprehensive K-12 Curriculum Guidance Plan

A comprehensive guidance plan is required as part of Pennsylvania School Code under Chapter 339.

Revised: July 13, 2021

1. School Counselors and Assignments:

- K-5:** Mr. Troy Strausbaugh- South Mountain Elementary (402:1)
Mrs. Patricia Surubaru - Northern Elementary (364:1)
Ms. Molly Minahan- Dillsburg Elementary (450:1)
Mrs. Amelia Martire - Wellsville Elementary/NOLA (
- 6-8:** Ms. Arwa Nye- Northern Middle School (400:1)
Mr. Isaiah Varisano- Northern Middle School (400:1)
- 9-12:** Mr. Andrew Sneeringer - Northern High School (275:1)
Mrs. Cheyanne Ort - Northern High School (275:1)
Mr. Dale Reeder- Northern High School (275:1)
Mrs. Amber Gunning- Northern High School (275:1)

2. School-Counseling Department Mission Statement

It is the mission of the Northern York County School District's School Counseling Department to provide services through a comprehensive curriculum in the areas of academic, personal/social, and career guidance to all students Kindergarten through twelfth grades, serving students' unique needs and abilities. Keeping leadership, advocacy, collaboration, and change in mind, we strive to help students become effective, successful, and productive now and when they become members of the workforce.

3. Program Goals

Describe your yearly program goals/objectives connected to the mission of the school district in all three domains:

Academic; Career; Personal/Social

Elementary School:

Academic - During the 2021-2022 school year, 100% of 4th and 5th grade students will complete the Youth Truth Survey.

Career - During the 2021-2022 school year, 100% of 2nd grade students will complete one Smart Futures lesson.

Personal/Social - During the 2021-2022 school year, 100% of 5th grade students will be able to identify three coping skills that they can use when faced with a challenge.

Middle School:

Academic- During the 2021-2022 school year, 100% of 6th grade students will receive a lesson on the 5th to 6th grade academic transition.

Career- In the 2021-2022 school year, 100% of 8th graders will develop an academic career plan.

Personal/Social- In the 2021-2022 school year, 100% of 7th graders will participate in a minimum of three social emotional learning activities.

High School:

Academic - During the 2021-2022 school year, 100% of high school students will meet with the school counselor to develop an educational plan.

Career - During the 2021-2022 school year, 100% of 11th grade students will have 8 career artifacts for their portfolio.

Personal/Social - During the 2021-2022 school year, each student will have the opportunity to meet individually with a school counselor to address social/emotional wellbeing.

4. Stakeholders:**Students**

- The students of Northern York County School District will receive curriculum focused on academic, career, and personal/social skills in order to make educated and reasonable decisions that will lead to their successful future. Students will also participate in individual student planning to develop goals related to their interests and abilities.
- Students will serve roles in mentoring other students in areas of career choices and opportunities. Students may present their experiences in the school counseling program to other stakeholders. The three student representatives on the advisory council will initially come from grades fifth, eighth, and twelve.

Parents

- Parents have a pivotal role in helping their children as they move forward through career exploration to career/college choices. Parents will be informed of opportunities, standards, and options for their children so they can communicate these opportunities and help plan the future with their children, as well as be advocates for their children in the choices they make. Parents will be made aware of ongoing school counseling services throughout the student's school years.

- Parents are stakeholders in their children's academic lives through participating in student decision making choices regarding course selections, career and college exploration, and school efforts to make students aware of opportunities for their futures. Parents will provide input to the school counseling program through their participation in school career programming, as well as serving on the advisory council.

Educators

- Teachers, administrators, and school board members will be asked to promote the beliefs and mission of the school counseling program. Educators will accomplish this through classroom instruction, meetings with parents, students, and community members as well as attending and participating in programs developed by the school counseling department. Educators will also be asked to serve on the advisory council.
- Educators will be made aware of the mission and goals through their participation on the advisory council as well as through informational sessions during professional development days, department/team/grade level meetings, the school counseling website, and counselor driven presentations.

Business/Community

- Both business/community and student stakeholders will benefit by having interaction between current and future employees. Students will gain an understanding of the value of positive social interactions, teamwork, goal setting, communication, and the academic skills needed in the workforce. Businesses will, in turn, benefit by having potential employees with a stronger skill set.
- As partners, members of the business community will provide opportunities to students to job shadow, provide support of the school counseling curriculum in the areas of workplace expectations and serve on the advisory council.

Post-Secondary

- Post-secondary partners will assist the Northern York County School District school counseling program by increasing awareness of post-secondary options, as well as preparing the students for post-secondary success.
- Post-secondary representatives will serve on the advisory council. They also will provide opportunities through classroom presentations, informative sessions, and invitations to visit post-secondary locations.

5. Role of the School Counselor:

School counselors design and deliver school counseling programs that improve student outcomes. They lead, advocate, and collaborate to promote equity and access for all students by connecting their school counseling program to the school's academic mission and school improvement plan. They uphold the ethical and professional standards of ASCA and promote the development of the school counseling program (see attached ASCA Role of School Counselor Document).

6. Advisory Council:

The Northern York County School District has an active Advisory Council with members from each stakeholder. The Advisory Council meets twice a year, once in November and once in April of each school year.

COMPREHENSIVE SCHOOL COUNSELING PROGRAM DELIVERY SYSTEM: ELEMENTARY SCHOOLS

Guidance Curriculum Provide developmental, comprehensive guidance program content in a systematic way to all students PK-12	Prevention, Intervention and Responsive Services Addresses school and student needs	Individual Student Planning Assists students and parents in the development of academic and career plans	System Support Includes program, staff and school support activities and services
Purpose Student awareness, skill development and application of skills needed to achieve academically and be career and college ready by graduation	Purpose Prevention, Intervention and Responsive services to groups and/or individuals	Purpose Individual student academic and occupational planning, decision making, goal setting and preparing for academic transitions.	Purpose Program delivery and support
Academic -Classroom Guidance Lessons with focus on the following topics- Time management, Study Skills, Learning Style, Dependability, Responsibility, and Organization.	Academic -Parent/Teacher Conferences -M.T.S.S. meetings, 504, IEP or student team meetings -Behavior systems: development, implementation and monitoring -KBIT Screenings -Gifted evaluation referrals -Concussion Management Team (CMT) trainings/meetings -Student behavior observations -BOSS observations -Youth Truth Survey	Academic - New student orientations -Organizational skills support (specific student) -Self Regulation	Counselor Related: Academic -Input for ER, RR, GIEP, and 504 evaluations/referrals -Provide input/data for MTSS meetings (grade level & team meetings) -Attend MTSS meetings (include school personnel and parents) -Teacher consultation -Parent/student consultation -Attend psychiatric consultation -Monthly school counselor meetings -Faculty meetings -Teacher Presentation night

<p>Career</p> <ul style="list-style-type: none"> -Classroom Guidance Lessons focusing on career exploration and awareness -Collecting and reporting of career-related artifacts through Smart Futures lessons 	<p>Career</p>	<p>Career</p> <ul style="list-style-type: none"> -Career Cafe 4th and 5th grades (recruit volunteers and coordinate presentations) -Smart Futures Lessons and career portfolio 	<p>Career</p> <ul style="list-style-type: none"> -Coordinate and monitor the delivery of Junior Achievement program
<p>Personal/Social</p> <ul style="list-style-type: none"> -Classroom Guidance Lessons with topics including feelings awareness, regulating emotions, social skills, character development, communication, and problem solving skills -SWPBS introduction and on-going implementation -Bully prevention activities 	<p>Personal/Social</p> <ul style="list-style-type: none"> -Mindfulness Group -Social Skills group -BananaSplits/ Changing Families group -Girl Code Group -Zones of Regulation Group -Peer Helper and S.W.A.T. (students who assist teachers) trainings/groups/ -Check-ins -Conflict Resolution group -Parent/Teacher Conferences -MHIDD referrals -Suicide risk assessments -Community resource identification and connections -POGO observations 	<p>Personal/Social</p> <ul style="list-style-type: none"> -Short-Term Individual counseling -Outside Agency Referrals 	<p>Personal/Social</p> <ul style="list-style-type: none"> -Coordinating meetings with outside agencies to support student/family needs -Professional development (Safe Crisis Management, Olweus, CAIU counselor meetings, district counselor meetings, etc.) -School Climate committee member -Provide assistance to access Polar Cares (clothing closet) -coordinate Polar Pack program (weekend backpack program) -Quarterly Newsletter
<p>Percentage of Time</p>	<p>Percentage of Time</p>	<p>Percentage of Time</p>	<p>Percentage of Time</p>

Elementary Monthly Program Calendar

Key: **Green** = Guidance Curriculum; **Purple** = Prevention, Intervention, and Responsive Services; **Blue** = Individual Student Planning; **Orange** = System Support

<u>July</u>	<u>January</u>
Academic:	Academic:
Career:	Career:

Personal/Social:	Personal/Social: Great Kindness Challenge activities Goal Setting Dependability and Integrity Character Education - Profile of a Graduate: Collaboration
<u>August</u>	<u>February</u>
Academic: Kindergarten Orientation Peer Helper and S.W.A.T. Team (Students Who Assist Teachers) applications and referrals	Academic: Work Habit Skills - Classroom Lessons
Career: Junior Achievement program – review of services, programs and recruit volunteers	Career: Smart Futures
Personal/Social: New student orientation (New Kids on the Block) Develop and Initiate Social Skills Group Develop and Initiate Changing Families Growth Mindset	Personal/Social: Mindfulness
<u>September</u>	<u>March</u>
Academic: Teacher Presentation Night (back to school) Training and placement of Peer Helpers and S.W.A.T. Team members	Academic: Study Skills: Test-Taking - Classroom Lessons Growth Mindset - Classroom Lessons

<p>Career: Career - Introduction classroom lessons</p>	<p>Career: Smart Futures Junior Achievement</p>
<p>Personal/Social: Peace Day - Pinwheels for Peace International Dot Day Bully Prevention Kick-Off Event and School-Wide Positive Emotional Awareness and Regulation Character Education - Profile of a Graduate: Creativity</p>	<p>Personal/Social: Character Education - Profile of a Graduate: Critical Thinking</p>
<u>October</u>	<u>April</u>
<p>Academic: Study Skills: Organization - Classroom Lessons</p>	<p>Academic: Test Taking</p>
<p>Career: Spark and/or Career Awareness - Classroom Lessons</p>	<p>Career:</p>
<p>Personal/Social: Red Ribbon Week - school-wide activities Bullying</p>	<p>Personal/Social: Mindfulness/Relaxation Emotional Regulation Problem Solving</p>
<u>November</u>	<u>May</u>
<p>Academic:</p>	<p>Academic:</p>

Parent/Teacher/Student conferences Study Skills: Time Management and Scheduling - Classroom Lessons	5th Grade orientation to Middle School
Career: Career Cluster Survey	Career: Career Cafe' - 4th Grade
Personal/Social: Gratitude Character Education - Profile of a Graduate: Communication	Personal/Social: Review of Yearly Topics Covered
<u>December</u>	<u>June</u>
Academic: Study Skills: Listening - Classroom Lessons	Academic:
Career:	Career:
Personal/Social: Diversity	Personal/Social:

**COMPREHENSIVE SCHOOL COUNSELING PROGRAM
DELIVERY SYSTEM: MIDDLE SCHOOL**

Guidance Curriculum	Prevention, Intervention and Responsive Services	Individual Student Planning	System Support
Provides developmental, comprehensive guidance program content in a systematic way to all students preK-12.	Addresses school and student needs.	Assists students and parents in the development of academic and career plans.	Includes program, staff and school support activities and services.
Purpose	Purpose	Purpose	Purpose

Student awareness, skill development and application of skills needed to achieve academically and be career and college ready by graduation.	Prevention, Intervention and Responsive services to groups and/or individuals.	Individual student academic and occupational planning, decision making, goal setting and preparing for academic transitions.	Program delivery and support.
Academic 9 th grade course selection; Grade level presentations on academic expectations; Transition programs including 5 th grade orientations	Academic Monitor students at risk for failing; send failure letters home at the end of each quarter and semester one; Child Study Team meetings; psychological screenings	Academic Update and write 504 Plans; new student schedules; schedule corrections; parent/teacher conferences; Parent communication regarding academics and schedule. Individual student meetings regarding grades.	Counselor Related Awards assemblies; PSSA testing; administration of summer course final exams; grade level transition meetings; Back-To-School Night; student and faculty training on HELP; 5 th grade transition program;
Career Smart Futures career awareness, readiness, and retention lessons	Career Junior Achievement; BizTown job interviews and reviewing resumés	Career Individual student meetings regarding career and high school scheduling; Parent communication regarding career and high school schedule	Non-Counselor Related benchmark make-up tests; PSSA testing components
Personal/Social Character Education; Planning Healthy Relationship lessons	Personal/Social Lunch bunch; small group counseling; Conflict resolution	Personal/Social Individual counseling as needed	Personal/Social -Coordinating meetings with outside agencies as needed to support the student/family needs; Participation in SWPBS meetings; Participation in school and district wide crisis team as needed
Percentage of Time	Percentage of Time	Percentage of Time	Percentage of Time

Middle School Monthly Program Calendar

School Counseling Curriculum: Green; Prevention, Intervention, and Responsive Services: Purple;
Individual Planning: Blue; System Support: Orange

<u>July</u>	<u>January</u>
Academic: new student registrations and tours Parent meetings	Academic: Monitor students at-risk for failing; parent meetings Send semester one failure letters; Child Study meetings Awards assembly
Career:	Career: Smart Futures Lesson
Personal/Social:	Personal/Social: character education lessons; Individual counseling; Polar Packs Small groups; parent meetings
<u>August</u>	<u>February</u>
Academic: new student registrations; Parent meetings; Child Study meetings Finalizing credit recovery; Correcting schedule conflicts; Distribution and review of 504 Plans; Grade level transition meetings 5 th grade transition day; Tutorial on athletic eligibility in Schoology	Academic: 9 th grade course selection; Parent meetings; Child Study meetings Parent orientation for high school courses; Awards assembly
Career: tutorial on Smart Futures through Schoology	Career: Career Readiness Lesson
Personal/Social: character education planning and development of lessons; Individual counseling Polar Packs	Personal/Social: character education lessons; Individual counseling; Small groups; Polar Packs
<u>September</u>	<u>March</u>
Academic: Planning character education schedule; Team meetings Child Study meetings; Back-To-School Night; Benchmark test make-ups; Awards assembly	Academic: Begin planning for PSSA and Keystone exams; Child Study meetings; 8 th grade inputs 9 th grade courses; Awards assembly
Career: 6 th grade career interest survey	Career: discuss CPAVTS opportunity with 8 th graders;

Smart Futures Lessons	Career Readiness Lesson
Personal/Social: Student and faculty training on HELP; Polar Packs Counselor introduction to 6 th grade; Individual counseling; Small groups	Personal/Social: character education lessons; Individual counseling; Small groups Polar Packs
<u>October</u>	<u>April</u>
Academic: Update 504 Plans; Awards assembly	Academic: PSSA exams including proctoring make-ups; Awards assembly
Career: Smart Futures; BizTown interviews and reviewing resumés 8 th grade visit to CPAVTS	Career: Career Readiness Lesson
Personal/Social: character education lessons; SEL lessons Polar Packs	Personal/Social: character education lessons; Polar Packs
<u>November</u>	<u>May</u>
Academic: Awards assembly Participation in Child Study Team Meetings; Facilitating and documenting Grade Level Team meetings; 504 evaluations/referrals; Psychological Screenings	Academic: PSSA and Keystone testing/make-ups; 5 th grade transition program; 8 th to 9 th grade transition meetings with HS counselors; Awards assembly
Career: Smart Futures	Career: Smart Futures Lesson
Personal/Social: character education lessons; Polar Packs	Personal/Social: character education lessons; Polar Packs
<u>December</u>	<u>June</u>
Academic: 8 th grade initial transition meeting; Awards assembly	Academic: keep track of failing students; Set up summer course work for students who failed; Awards assembly
Career: Smart Futures	Career: Smart Futures
Personal/Social: character education lessons; holiday distribution program; Polar Packs	Personal/Social: Polar Packs

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**COMPREHENSIVE SCHOOL COUNSELING PROGRAM
DELIVERY SYSTEM: HIGH SCHOOL**

Guidance Curriculum	Prevention, Intervention and Responsive Services	Individual Student Planning	System Support
Provides developmental, comprehensive guidance program content in a systematic way to all students preK-12.	Addresses school and student needs.	Assists students and parents in the development of academic and career plans.	Includes program, staff and school support activities and services.
Purpose	Purpose	Purpose	Purpose
Student awareness, skill development and application of skills needed to achieve academically and be career and college ready by graduation.	Prevention, Intervention and Responsive services to groups and/or individuals.	Individual student academic and occupational planning, decision making, goal setting and preparing for academic transitions.	Program delivery and support.
Academic	Academic	Academic	Counselor Related
Course Selection presentations for ninth, tenth and eleventh grade Class presentations for eleventh and twelfth grade for ASVAB, PSAT and Financial Aid	Set up Tutoring for students PSAT Proctoring AP Proctoring Credit Recovery for failed courses Child Study Team Meetings	Individual Meetings for courses Individual Meetings for students who receive D's and F's Smart Futures activities by grade level	Parent Meeting Consultations with teachers, parents and administrators Faculty Meeting IEP Meeting Open Houses Transition Program Credit Charts
Career	Career	Career	Non-Counselor Related
CTE presentations for ninth grade	PSAT Financial Aid Night	Individual meetings for career clusters	PSAT Coordination AP Coordination Financial Aid Night 8 th grade Orientation

Ninth grade assembly for senior CTE students presentation Eleventh and twelfth grade presentations for ASVAB, PSAT and Financial Aid	Meetings with College and Military representatives	IEP Meetings with students Discuss Elective courses and matching career clusters Parent Meetings	
Personal/Social Presentations in classes discussing group dynamics	Personal/Social	Personal/Social One on One when student is in crisis	SAP Meetings Parent Meetings
Percentage of Time	Percentage of Time	Percentage of Time	Percentage of Time

High School Monthly Program Calendar

School Counseling Curriculum: Green; Prevention, Intervention, and Responsive Services: Purple;
Individual Planning: Blue; System Support: Orange

<u>July</u>	<u>January</u>
Academic: Scheduling New Students; Parent Meetings; 504 Review Meetings	Academic: Individual meetings with students who failed S1 classes; Proctor Keystone Exam retakes; Failure letters sent to parents/guardians; Child Study meetings; Parent meetings
Career: Parent Meetings	Career: Finalize Vo-tech applications; Parent meetings
Personal/Social: Parent Meetings	Personal/Social: Individual counseling;

	Parent meetings
<u>August</u>	<u>February</u>
Academic: Scheduling New Students; Parent Meetings; 504 Review Meetings	Academic: Meet with students individually regarding schedules; Scheduling presentations in English/Social Studies classes; 8 th grade Parent Orientation Night; Child Study meetings; Parent meetings
Career: Parent Meetings	Career: Interviews for students for Vo-tech; Parent meetings Junior Achievement Stem Summit
Personal/Social: Parent Meetings	Personal/Social: Individual counseling; Parent meetings
<u>September</u>	<u>March</u>
Academic: Schedule change requests; Back-to-School Night; Child Study Meetings; Parent Meetings	Academic: Individual meetings for scheduling; Students enter course requests into information system; Child Study meetings; Parent meetings
Career: PSAT Presentation to Sophomores and Juniors; College/Technical schools meet with students; Parent meetings	Career: discuss vo-tech with accepted students: Smart Future Career Lessons
Personal/Social: class meetings; Individual counseling; Parent meetings	Personal/Social: individual counseling; Parent meetings
<u>October</u>	<u>April</u>
Academic: Schedule change requests; Child Study meetings; Parent meetings	Academic: Individual meetings for scheduling; Meet with students who failed Q3 classes; Child Study meetings; Parent meetings
Career: ASVAB presentation to juniors and seniors; CPAVTS presentation to freshmen; College/Technical schools meet with students; Parent meetings: Smart Future Career Lessons	Career: proctor spring ASVAB; Discuss ASVAB results; Parent meetings

Personal/Social: individual counseling ; Parent meetings	Personal/Social: individual counseling ; Parent meetings
<u>November</u>	<u>May</u>
Academic: Individual conferences with students who failed Q1 classes; Q1 failure letter sent to parents/guardians; Child Study meetings ; Parent meetings	Academic: Meet with students who will need remediation ; Proctor AP exams ; Proctor Keystone exams ; Coordinate Senior Awards Program ; Child Study meetings ; Parent meetings
Career: College/Technical schools meet with students ; Proctor ASVAB tests ; Discuss ASVAB results ; Parent meetings	Career: Students attend registration night at Vo-tech ; Parent meetings
Personal/Social: individual counseling ; Parent meetings	Personal/Social: individual counseling ; Parent meetings
<u>December</u>	<u>June</u>
Academic: Proctor Keystone exam retakes ; Child Study meetings ; Parent meetings	Academic: Failure list to students ; Finalize failure list ; Graduation ceremony ; Academic Excellence Program ; Credit tracking charts ; Parent meetings
Career: Financial Aid Night ; Parent meetings	Career: send final transcripts to post-secondary schools ; Parent meetings
Personal/Social: Individual counseling ; Parent meetings	Personal/Social: individual counseling ; Parent meetings

9. Organizing Career /Postsecondary Resources

Resource Types	List Resources
Organizations/Agencies	
Intermediary Organizations	Partnership for Career Development; Cumberland/Perry Area Career & Technical School (CPCTC); HACC; Carroll Twp. Police Department; Holy Spirit Allied Health Program

Umbrella Organizations	Kiwanis Club; Builder’s Club; K Kids; Dillsburg Lions Club; Dillsburg Area Business Association; Jaycees; Junior Achievement; Future Farmers of America (FFA)
Community/State Agencies	Drayer Physical Therapy; American Legion; VFW; YWCA; Messiah College; OVR, York County MHIDD
Networking Opportunities	
Individual Contacts	
Community/Business Meetings	Junior Achievement; Agricultural Advisory Committee; Counselor Advisory Committee; Partnership for Career Development; Counselor Network,
Community Events	Dillsburg Farmers Fair; PA Farm Show
Internet-based Links	www.onetonline.org www.pacareerzone.com www.educationplanner.org www.smartfutures.org www.pacareerlink.org
Media/Advertising	Dillsburg Banner; WHTM 27; CBS 21; Penn Live; The Patriot News
Publications/Documents	Counselor Webpages, Schoology

10. Individualized Academic/Career Plan - will utilize Smart Futures Program for Individual Academic/Career Plan

Summary of SmartFutures.org’s Future Ready Activities by Grade Level

Grades K-3 Activities

Title	Main Standard	Badges
My Interests (1 st)	Career Awareness and Preparation (CAP)	<ul style="list-style-type: none"> Abilities and Aptitudes Personal Interests
Community Roles (1 st)	Career Awareness and Preparation	<ul style="list-style-type: none"> Local Career Preparation Activities Career Selection Influences
Preparation for Careers	Career Awareness and Preparation	<ul style="list-style-type: none"> Preparation for Careers
Using What You Learn in School (3 rd)	Career Awareness and Preparation	<ul style="list-style-type: none"> Relationship Between Education and Career
Cooperation in Group Settings (2 nd)	Career Retention and Advancement	<ul style="list-style-type: none"> Group Interaction Cooperation and Teamwork

		<ul style="list-style-type: none"> • Career Acquisition Process (CA)
Successful Attitudes and Work Habits	Career Retention and Advancement	<ul style="list-style-type: none"> • Work Habits
Changing Roles	Career Awareness and Preparation	<ul style="list-style-type: none"> • Non-Traditional Workplace Roles • Workplace Changes (CRA)
How Money Is Used	Career Retention and Advancement	<ul style="list-style-type: none"> • Budgeting
Lifelong Learning	Career Retention and Advancement	<ul style="list-style-type: none"> • Lifelong learning
What is Entrepreneurship? (3 rd)	Entrepreneurship (E)	<ul style="list-style-type: none"> • Risks and Rewards • Business Plan
Character Traits of Entrepreneurs	Entrepreneurship	<ul style="list-style-type: none"> • Character Traits
Researching Job Opportunities	Career Acquisition (CA)	<ul style="list-style-type: none"> • Resources
Writing a Personal Letter	Career Acquisition	<ul style="list-style-type: none"> • Career Acquisition Documents
How to Be an ULTRA Good Listener (2 nd)	Career Acquisition	<ul style="list-style-type: none"> • Interviewing Skills • Career Acquisition Process
Importance of Planning	Career Acquisition	<ul style="list-style-type: none"> • Career Planning Portfolios • Time Management (CRA) • Career Plan Components (CAP)

For K-3, all 23 elements are covered across the 4 CEW Standards; do 4 per year to meet all CEW benchmarks.

Grades 4-5 Activities

Title	Standards	Badges
Interests and Abilities- (4 th)	Career Awareness and Preparation	<ul style="list-style-type: none"> Personal Interests Relationship Between Education and Career
Six Career Paths	Career Awareness and Preparation	<ul style="list-style-type: none"> Personal Interests
Cooperation in Group Settings: Part II	Career Retention and Advancement	<ul style="list-style-type: none"> Group Interaction Cooperation and Teamwork
My Personal Schedule- (4 th)	Career Retention and Advancement	<ul style="list-style-type: none"> Time Management
Applying Successful Attitudes and Work Habits	Career Retention and Advancement	<ul style="list-style-type: none"> Applying Successful Attitudes and Work Habits
Risks and Rewards or Entrepreneurship (4 th)	Entrepreneurship	<ul style="list-style-type: none"> Risks and Rewards
What is a Career Plan? (5 th)	Career Awareness and Preparation	<ul style="list-style-type: none"> Career Plan Components Career Planning Portfolios (CA)
Choosing a Career	Career Awareness and Preparation	<ul style="list-style-type: none"> Career Selection Influences Preparation for Careers
Career Training Programs (5 th)	Career Awareness and Preparation	<ul style="list-style-type: none"> Local Career Preparation Activities
Speaking Skills	Career Acquisition	<ul style="list-style-type: none"> Interviewing Skills Group Interaction
Writing a Business Letter	Career Acquisition	<ul style="list-style-type: none"> Career Acquisition Documents
Researching Job Opportunities (5 th)	Career Acquisition	<ul style="list-style-type: none"> Resources
Character Traits of Real Entrepreneurs	Entrepreneurship	<ul style="list-style-type: none"> Character Traits
Steps of Creating a Good or a Service	Entrepreneurship	<ul style="list-style-type: none"> Business Plan
Budgeting	Career Retention and Advancement	<ul style="list-style-type: none"> Budgeting Lifelong Learning

Workplace Roles - Stereotypes and Inequality	Career Awareness and Preparation	<ul style="list-style-type: none">• Nontraditional Workplace Roles• Workplace Changes
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For 4-5, all 23 elements are covered across the 4 CEW Standards; do 5-6 per year to meet all CEW benchmarks.

Grades 6-8 Activities

Title	Standards	Badges
Career Clusters and Pathways (6 th)	Career Awareness and Preparation	<ul style="list-style-type: none"> Preparation for Careers
My Resume Activity (6 th)	Career Acquisition	<ul style="list-style-type: none"> Career Acquisition Documents
Conflict Resolution (7 th)	Career Retention and Advancement	<ul style="list-style-type: none"> Group Interaction Career Acquisition Process (CA)
Learning from Entrepreneurs (7 th)	Entrepreneurship	<ul style="list-style-type: none"> Risk and Rewards Character Traits
My Interests Survey (7 th)	Career Awareness and Preparation	<ul style="list-style-type: none"> Personal Interests
My Work Values Survey	Career Awareness and Preparation	<ul style="list-style-type: none"> Personal Interests
Knowledge Skill Ability Survey (8 th)	Career Awareness and Preparation	<ul style="list-style-type: none"> Abilities and Aptitudes
Career Research (8 th)	Career Acquisition	<ul style="list-style-type: none"> Resources
Budgeting	Career Retention and Advancement	<ul style="list-style-type: none"> Budgeting
Career Acquisition Documents (6 th)	Career Awareness and Preparation	<ul style="list-style-type: none"> Career Acquisition Documents
Goal Setting (8 th)	Career Acquisition Career Retention and Advancement	<ul style="list-style-type: none"> Time Management Career Acquisition Process

Grades 9-Adult Activities

Title	Standards	Badges
<p>New Thinking About Career Success Career Awareness and Preparation (9th Grade – Semester 1)</p>	<p>Entrepreneurship</p>	<ul style="list-style-type: none"> • Preparation for Career • Relationship Between Education and Career
<p>My Personality Type (9th Grade – Semester 1)</p>	<p>Career Awareness and Preparation Career Retention and Advancement</p>	<ul style="list-style-type: none"> • Abilities and Aptitudes • Personal Interests • Work Habits
<p>Job Application (9th Grade – Semester 2)</p>	<p>Career Acquisition</p>	<ul style="list-style-type: none"> • Interviewing Skills
<p>Preparation for Career (9th Grade – Semester 2)</p>	<p>Career Awareness and Preparation</p>	<ul style="list-style-type: none"> • Preparation for Careers
<p>Abilities and Aptitudes (10th Grade – Semester 1)</p>	<p>Career Awareness and Preparation</p>	<ul style="list-style-type: none"> • Abilities and Aptitudes
<p>Personal Interests (10th Grade – Semester 1)</p>	<p>Career Awareness and Preparation</p>	<ul style="list-style-type: none"> • Personal Interests
<p>Career Clusters and Pathways (10th Grade – Semester 2)</p>	<p>Career Awareness and Preparation</p>	<ul style="list-style-type: none"> • Career Selection Influences • Career Plan Components
<p>Experiencing Careers While Still in School (10th Grade – Semester 2)</p>	<p>Career Awareness and Preparation</p>	<ul style="list-style-type: none"> • Local Career Preparation Activities
<p>Selecting Your Career Goal</p>	<p>Career Awareness and Preparation</p>	<ul style="list-style-type: none"> • Career Selection Influences
<p>My Programs or Majors</p>	<p>Career Awareness and Preparation</p>	<ul style="list-style-type: none"> • Preparation for Careers
<p>College Survey</p>	<p>Career Awareness and Preparation</p>	<ul style="list-style-type: none"> • Preparation for Careers
<p>Job Interviews</p>	<p>Career Acquisition</p>	<ul style="list-style-type: none"> • Interviewing Skills

Active listening	Career Retention and Advancement	<ul style="list-style-type: none"> • Interviewing Skills • Cooperation and Teamwork
The Entrepreneur Within	Entrepreneurship	<ul style="list-style-type: none"> • Character Traits • Risks and Rewards
Personal Budget	Career Retention and Advancement	<ul style="list-style-type: none"> • Budgeting

11. Career and Technical Center Strategy

Student Awareness

Grade	Intervention/ Program/Events	Stakeholder/ Delivering	Data Used/Success Indicator	Begin & End	Contact Person
5	Intro CPCTC	Educators/ Students	Questions and Answers	Spring	Minahan/ Strausbaugh/ Surubaru/ Martire
8	Information on CPCTC	Educators/ Students	Questions and Answers	September	Nye/ Varisano
8	Field Trip	Educators/ Students	Questions and Answers	October	Nye/ Varisano
9	CPCTC Counselor Visit	Educators/ Students	Questions and Answers	October	Sneeringer/ Gunning/Ort/ Reeder
9	Assembly	Educators/ Students	Questions and Answers	December	School Counselors
8-10	Course Selection	Educators/ Students	Question and Answers	On-going	School Counselors

Educator Awareness:

Intervention/ Program/Events	Date	Stakeholder/ Delivering	Data Used/Success Indicator	Contact Person
Field Trip Chaperones- 8 th grade	Spring	Educators	Increased enrollment requests	Nye/ Varisano

Informational Video on CPCTC programs	Ongoing	Educators	Increased Discussion with Students	Minahan/ Strausbaugh/ Surubaru/ Martire
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Parent Awareness:

Intervention/ Program/Events	Date	Stakeholder/ Delivering	Data Used/Success Indicator	Contact Person
CPCTC Counselor at 8 th grade Parent Orientation Meeting for High School Course Selection	Spring	Parents	Questions and Answers	Nye/ Varisano
CPCTC on School District Website	Ongoing	Parents	Increased Discussion with Students	K-12 Counselors
Brochures at Back-To-School Night	September	Parents	Increased Discussion with Students	Nye/Varisano Sneeringer/Gunning/ Ort/Reeder

12. Job Descriptions

ELEMENTARY SCHOOL COUNSELORS:

MR. TROY STRAUSBAUGH: (450:1)

SOUTH MOUNTAIN ELEMENTARY

Olweus Bully Prevention Committee Member

School-Wide Positive Behavior (SWPB) Facilitator

504 Plan Team Member

Brain Steps- Concussion Management Team Member

Behavior Intervention Team Member

IEP Team Member

Safe Schools Committee Member

MTSS Team Member

Peer Helper Program Coordinator

Crisis Intervention Team Member

MRS. SURUBARU: (364:1)

NORTHERN ELEMENTARY

Olweus Bully Prevention Committee Member

School-Wide Positive Behavior (SWPB) Facilitator

504 Plan Team Member

Behavior Intervention Team Member

IEP Team Member

Safe Schools Committee Member

MTSS Team Member
Peer Helper Program Coordinator
Crisis Intervention Team Member

MS. MOLLY MINAHAN: (450:1)

DILLSBURG ELEMENTARY
Olweus Bully Prevention Committee Member
School-Wide Positive Behavior (SWPB) Facilitator
Brain Steps- Concussion Management Team Member
Behavior Intervention Team Member
IEP Team Member
Safe Schools Committee Member
MTSS Team Member
Peer Helper Program Coordinator
Crisis Intervention Team Member

MRS. AMELIA MARTIRE

WELLSVILLE ELEMENTARY AND ELEMENTARY NOLA
School-Wide Positive Behavior (SWPB) Facilitator
Behavior Intervention Team Member
IEP Team Member
Safe Schools Committee Member
Child Study Team Member
Peer Helper Program Coordinator
Crisis Intervention Team Member

MIDDLE SCHOOL COUNSELORS:

MS. ARWA NYE:

FOR STUDENTS WITH LAST NAMES A-L (400:1)
Student Assistance Program (SAP) Member
School-Wide Positive Behavior (SWPB) Facilitator
Middle School Athletic Eligibility
PSSA Support
Suicide Prevention Coordinator
5th Grade Orientation
8th Grade Vo-Tech Field Trip
9th Grade Course Selection
504 Plans Case Manager
Child Study Team (CST) Facilitator
Summer Credit Recovery
New Student Orientation
Career Readiness Delivery and Artifact Collection
Character Education
Career Readiness Delivery and Artifact Collection
Suicide Risk Assessments

Behavior Observations of Students in Schools

MR. ISAIAH VARISANO:

FOR STUDENTS WITH THE LAST NAMES M-Z (400:1)

Student Assistance Program (SAP) Member

School-Wide Positive Behavior (SWPB) Facilitator

PSSA Support

Keystone Exams Support

5th Grade Orientation

8th Grade Vo-Tech Field Trip

9th Grade Orientation

BrainSteps- Concussion Management Team Member

Keystone Exams Coordinator

504 Plans Case Manager

Child Study Team (CST) Facilitator

Summer Credit Recovery

New Student Orientation

Career Readiness Delivery and Artifact Collection

Junior Achievement Your Economic Success Coordinator

Organizing Healthy Relationship Lessons

Suicide Risk Assessments

Behavior Observations of Students in Schools

HIGH SCHOOL COUNSELORS:

MR. ANDREW SNEERINGER:

Twelfth grade (350:1)

SAP liaison

Open House and transition Program for ninth grade students

Monitor 504 plans for assigned case-load

Attend IEP meetings for assigned caseload

Enroll and schedule new students.

Course selection

Representative on Agricultural Advisory committee

Opportunities Fair Coordinator

MR. DALE REEDER:

Eleventh grade students

AP PSAT and SAT Coordinator

Vo-tech Liaison

Armed Services Vocational Aptitude Battery (ASVAB) Test for military

Student Assistance Team

Attend IEP Meetings

Open House and Transition Program for ninth and new students

Course Selection

504 monitoring/writing
NCAA Liaison

MRS. AMBER GUNNING:

Ninth grade students
Course Selection IEPs & 504s
Open House - August
Assist with Transition Program
Smart Futures liaison
SAP team
Attend Dept Leader Meetings

MRS. CHEYANNE ORT

Tenth Grade students
Course Selection
SAP Team
Vo-Tech Liaison
Junior Achievement Stem Summit
Open House and transition Program for ninth grade students
Monitor 504 plans for assigned case-load
Attend IEP meetings for assigned caseload
Enroll and schedule new students.

All counselors are certified by the Pennsylvania Department of Education in their respective positions and have completed a minimum of a master's level degree program at an accredited institution for Counselor Education.

The School Counselor's Role

School counselors design and deliver school counseling programs that improve student outcomes. They lead, advocate and collaborate to promote equity and access for all students by connecting their school counseling program to the school's academic mission and school improvement plan. They uphold the ethical and professional standards of ASCA and promote the development of the school counseling program based on the following areas of the ASCA National Model: define, deliver, manage and assess.

School counselors work to create a future world where all students thrive.

DEFINE

School counselors create school counseling programs based on three sets of standards that define the profession. These standards help school counselors develop, implement and assess their school counseling program to improve student outcomes.

Student Standards –

ASCA Mindsets & Behaviors for Student Success: K–12 College- and Career-Readiness for Every Student

Professional Standards –

- ASCA Ethical Standards for School Counselors
- ASCA School Counselor Professional Standards & Competencies

MANAGE

To be delivered effectively, the school counseling program must be efficiently and effectively managed. School counselors use program focus and planning tools to guide the design and implementation of a school counseling program that gets results.

Program Focus

- Beliefs
- Vision Statement
- Mission Statement

Program Planning

- School Data Summary
- Annual Student Outcome Goals
- Action Plans
 - Classroom and Group
 - Closing the Gap

- Lesson Plans
- Annual Administrative Conference
- Use of Time
- Calendars
 - Annual
 - Weekly
- Advisory Council

DELIVER

School counselors deliver developmentally appropriate activities and services directly to students or indirectly for students as a result of the school counselor's interaction with others.

These activities and services help students develop the ASCA Mindsets & Behaviors for Student Success and improve their achievement, attendance and discipline. Through the school counseling program, school counselors ensure equitable academic, career and social/emotional development opportunities for all students.

Direct Services with Students

Direct services are in-person interactions between school counselors and students and include the following:

- Instruction
- Appraisal and Advisement
- Counseling

Indirect Services for Students

Indirect services are provided on behalf of students as a result of the school counselors' interactions with others including:

- Consultation
- Collaboration
- Referrals

ASSESS

To achieve the best results for students, school counselors regularly assess their program to:

- determine its effectiveness in helping all students succeed
- inform improvements to their school counseling program design and delivery
- show how students are different as a result of the school counseling program

School counselors also self-assess their own mindsets and behaviors to inform their professional development and annually participate in a school counselor performance appraisal with a qualified administrator. The ASCA National Model provides the following tools to guide assessment and appraisal.

Program Assessment

- School Counseling Program Assessment
- Annual Results Reports

School Counselor Assessment and Appraisal

- ASCA School Counselor Professional Standards & Competencies Assessment
- School Counselor Performance Appraisal Template

For research on the effectiveness of school counseling programs, go to <https://www.schoolcounselor.org/effectiveness>

For more information about the role of the school counselor, go to <https://www.schoolcounselor.org/role>