

POLICY

UNION COUNTY EDUCATIONAL SERVICES COMMISSION

Program Students
2411/Page 1 of 12

Career Education and Academic GUIDANCE Counseling COUNSELING-(M)

[See POLICY ALERT Nos. 209, 232, and 237]

2411 CAREER EDUCATION AND ACADEMIC GUIDANCE COUNSELING

The Board of Directors shall develop and implement a comprehensive system for the delivery, to all students, of guidance and academic counseling that facilitates career awareness, exploration, and preparation pursuant to N.J.A.C. 6A:8-6.1 ~~requires that a planned program of guidance and counseling be an integral part of the educational program of the schools to assist students in making and implementing informed educational and occupational choices including academic, career, and personal/social development.~~

The words and terms used in this Policy shall have the meanings as defined in N.J.A.C. 6A:8-1.3.

A. Comprehensive System of Guidance and Academic Counseling

1. The system for the delivery, to all students, of guidance and academic counseling that facilitates career awareness, exploration, and preparation shall:
 - a. Be consistent with the New Jersey Student Learning Standards (NJSLS);
 - b. Take into consideration the 2019 American School Counselor Association's National Standards for School Counseling Programs, incorporated herein by reference, as amended and supplemented;
 - c. Be infused throughout the curriculum as appropriate for all students;
 - d. Be supported by professional learning programs;
 - e. Provide developmental career guidance and academic counseling, aligned with the NJSLS, designed to:
 - (1) Assist students in making and implementing informed educational and career choices, including opportunities to change career focus;



POLICY

UNION COUNTY EDUCATIONAL SERVICES COMMISSION

Program Students
2411/Page 1 of 22

Career Education and Academic GUIDANCE Counseling COUNSELING-(M)

- (2) Support students' academic attainment, career development, and personal/social development; and
- (3) Develop students' understanding of the relationships among academic attainment, career development, and personal/social development; and

f. Specify the delivery format, which may include:

- (1) An integrated curriculum that is based on the NJSLs and provides students with the opportunity to engage in contextual learning, service learning, and/or work-based learning to acquire information about their career interests and/or take advanced coursework linked to their career interests; and/or
- (2) Specialized programs that reflect the needs of students and the community.

B. Students With Disabilities

For students with disabilities beginning at age fourteen or younger, if determined appropriate by the IEP team, the Board shall ensure that career guidance and academic counseling are coordinated with transition services provided in accordance with N.J.A.C. 6A:14-3.7.

C. Fulfillment of the NJSLs

- 1. In fulfillment of the NJSLs, the Board shall develop and implement the following for all students:
 - a. Curriculum and instructional methods that:
 - (1) Include the integration of technological literacy, consistent with the NJSLs;
 - (2) Include the integration of information literacy, consistent with the NJSLs and delivered in partnership by school library media specialists



POLICY

UNION COUNTY EDUCATIONAL SERVICES COMMISSION

Program Students
2411/Page 1 of 32

Career Education and Academic GUIDANCE Counseling COUNSELING-(M)

and classroom educators, pursuant to N.J.S.A.
18A:7F-4.4. through 18A:7F-4.7.;

- (3) Provide an understanding of the career applications of knowledge and skills learned in the classroom; and
- (4) Provide opportunities to apply knowledge and skills learned in the classroom to real or simulated career challenges.

b. A system of career development activities that:

- (1) Offers the opportunity to more fully explore career interests that are linked to the NJSLs, pursuant to N.J.A.C. 6A:19 – Career and Technical Education Programs and Standards;
- (2) Provides the appropriate format for offering career-development activities based on school district resources, community needs, and student interest;
- (3) Identifies the delivery format, which may include:
 - (a) An integrated curriculum that is based on the NJSLs and provides students the opportunity to acquire information about their career interests and/or take advanced coursework linked to their career interests; or
 - (b) Specialized programs that reflect the needs of students and the community; and
- (4) Instills the concept of the need for continuous learning throughout life.

D. Work-Based Learning Experiences



POLICY

UNION COUNTY EDUCATIONAL SERVICES COMMISSION

Program Students
2411/Page 1 of 42

Career Education and Academic GUIDANCE Counseling COUNSELING-(M)

1. The Board shall offer high school students the opportunity to more actively explore career interests by participating in work-based learning experiences aligned to the NJSLs.
 - a. Work-based learning experiences shall give students opportunities to demonstrate and apply academic knowledge in authentic settings and to develop career and personal/social goals.
 - b. Students may voluntarily select work-based learning experiences that:
 - (1) Are co-curricular or extra-curricular activities; and
 - (2) Take place within the district, at a work site, or in the community, in accordance with N.J.A.C. 6A:19-6.4.
 - c. The Board shall ensure students participating in school-sponsored external work-based learning experiences, either paid or unpaid:
 - (1) Are supervised by school personnel, in accordance with N.J.A.C. 6A:9B-14.19 and 14.20; and
 - (2) Are in approved programs compliant with Federal and State law.

E. Enrollment in College Courses

1. The Board shall develop, implement, and regularly evaluate strategies that identify, support, and encourage students from diverse backgrounds to enroll in and succeed in college courses pursuant to N.J.A.C. 6A:8-6.2.
2. The Board may enter into a dual enrollment agreement with one or more public institutions of higher education, in accordance with N.J.S.A. 18A:61C-10., to increase the availability of college-level instruction for high school students.



Career Education and Academic GUIDANCE Counseling COUNSELING-(M)

3. Credits earned by students shall be accepted at all New Jersey public higher education institutions, pursuant to N.J.S.A. 18A:61C-11.
4. The Board may participate in the Twelfth Grade Postsecondary Transition Year Pilot Program, pursuant to P.L. 2023, c.272, through a competitive grant award contingent upon available funds held within the Innovation Dual Enrollment II Fund.]

F. Guidance and Academic Counseling

The Board's comprehensive system for the delivery, to all students, of guidance and academic counseling that facilitates career awareness, exploration, and preparation shall involve the coordinated efforts of all teaching staff members under the leadership of certified school counselor(s).

G. Evaluation

1. The program of career education and academic counseling will be reviewed annually to determine its strengths and weaknesses. The following information to be reviewed may include, but is not limited to:
 - a. An annual record of graduate placements in post-secondary situations;
 - b. Assessments of past graduates as to the effectiveness of guidance services received in the high school;
 - c. Results of surveys of parents and staff evaluations of guidance services;
 - d. Analysis of the effectiveness of outside referrals;
 - e. Assessments by persons not employed in the school district and experts in the field of career education and academic counseling;



POLICY

UNION COUNTY EDUCATIONAL SERVICES COMMISSION

Program Students
2411/Page 1 of 62

Career Education and Academic GUIDANCE Counseling COUNSELING-(M)

- f. Personal evaluations of the career education and academic counseling staff members to identify weaknesses in the administration of the program; and
- g. Any additional information that assists in determining the strengths and weaknesses of the career education and academic counseling program in the district.

N.J.S.A. 18A:7F-4.4. through 18A:7F-4.7.;
18A:61C-10.; 18A:61C-11.

N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7; 6A:8-6.1; 6A:8-6.2;
6A:19-1.1 et seq.

~~A program of guidance and counseling, including developmental career guidance and exploration, shall be offered to all students in this Commission and shall~~

Choose only one of the following alternatives:

~~_____ be conducted entirely by teaching staff members certified as guidance personnel.~~

~~_____ include the services of teaching staff members certified as guidance personnel and other designated teaching staff members.~~

~~_____ be the responsibility of the classroom teacher, who may draw upon the services of other, more specialized staff members as required.~~

~~_____ involve the coordinated efforts of all teaching staff members under the leadership of certified guidance and counseling personnel.~~

~~The Superintendent is directed to implement a guidance program that carries out the purposes of this Policy and:~~

- ~~1. _____ Involves teaching staff members at all appropriate levels;~~
- ~~2. _____ Honors the individuality of each student;~~
- ~~3. _____ Is integrated with the total educational program;~~
- ~~4. _____ Is coordinated with available resources of the community;~~



POLICY

UNION COUNTY EDUCATIONAL SERVICES COMMISSION

Program Students
2411/Page 1 of 72

Career Education and Academic GUIDANCE Counseling COUNSELING-(M)

- ~~5. Provides for cooperation of school staff with parents and shares parents' concern for the development of their children;~~
- ~~6. Provides for the means of sharing information among appropriate staff members in the student's interest;~~
- ~~7. Ensures all students have access to adequate and appropriate counseling services, pursuant to N.J.A.C. 6A:7-1.7(e).~~
 - ~~a. When informing students about possible careers or professional or vocational opportunities, the Board shall not restrict or limit the options presented to students on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a).~~
 - ~~b. The Board shall not use tests or guidance or counseling materials that are biased or stereotyped on the basis of the protected categories listed at N.J.A.C. 6A:7-1.1(a); and~~
- ~~8. Establishes a referral system that utilizes all the aid the schools and community offer, guards the privacy of the student, and monitors the efficacy of such referrals.~~

~~N.J.A.C. 6A:19-1.2; 6A:8-2.2~~

~~N.J.A.C. 6A:7-1.1; 6A:7-1.3; 6A:7-1.7; 6A:8-3.2~~

Adopted: 3 January 2001

Revised: September 7, 2016

