5030 CSCP Implementation:

Annual Program Review and Performance Evaluations

March 15, 2023

REC

Hatching Results®

Washington Office of Superintendent of
PUBLIC INSTRUCTION

Meet Your Presenters

Hatching Results®

Whitney Triplett, M.A., NCC, PPS
Executive Director, Strategy & Development
- Co-founder/co-chair, National School Counseling Leadership Conference
- Co-author, Hatching Results for Secondary School Counseling (2019) & Hatching Tier Two and Three Interventions in Your Elementary SC Program (2019)
- Illinois School Counselor Advocate of the Year, 2018
- Former: district-level K-12 school counseling specialist; state association board member; graduate-level adjunct instructor; high school counselor; RAMP recipient & lead reviewer

Angie Ness, M.S., NCC
Lead Professional Learning Specialist
- 8 years of experience as a former school counselor, **K-12**
- ASCA **RAMP Reviewer**
- Indiana School Counselor Association **Emerging Leader**
- Member of **Comprehensive School Counseling** and **Social-Emotional Learning** Strategic Priority Teams for Keep Indiana Learning
- Consultant for **Comprehensive Counseling Collaborative** of Elkhart County

We have both worked as school counselors!!!

Hello

2

Meet Your OSPI Supporters

Washington Office of Superintendent of
PUBLIC INSTRUCTION

Maria Muto, M.Ed.

NEW! Program Supervisor, Secondary School Counseling

- Former High School Counselor in five schools across three WA school districts including two ALE schools, and trained mentor through the the OSPI/WEA's NAKIA Academy for BIPOC educators.
- Data lover who believes that data not only informs our work, but is also a powerful tool for sharing all the amazing work that school counselors do.
- Just started at OSPI on January 9th, and ready to jump in to support Washington school counselors with 5030 work and advocate for this immensely important work that you do.

Kylie Massey, M.Ed.

NEW! Program Supervisor, Elementary School Counseling

- Former Elementary School Counselor and district-level Counseling Specialist tasked with supporting the building of our district CSCP
- Firm believer that a rising tide lifts all boats, and that a true comprehensive school counseling program can be that tide!
- New to OSPI, but beyond excited and committed to advocating for school counsel*ing* and supporting school counsel*ors* to do this incredible --and exhausting--work.

We have both worked as school counselors!!!

# Meet Your AWSP Champion

Kamrica Ary-Turner, M.Ed.

Associate Director, Puget Sound (ESD 121) and NW (ESD 189) Regions

- Member of AWSPs Professional Learning team, joining in July 2022
- Former educator, secondary school counselor and administrator (14 years of experience)
- Champion and advocate for the whole child with a passion for justice, diversity, equity, inclusion, and community partnerships
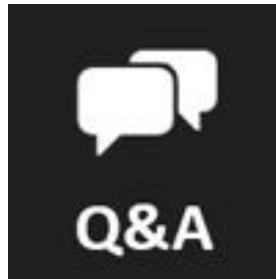
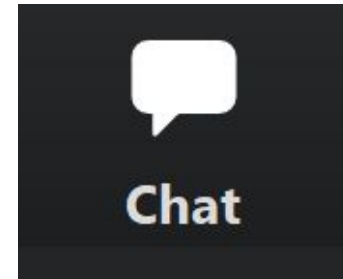*I have worked as a school counselor!!!*

Our Shared Zoom Agreements :)
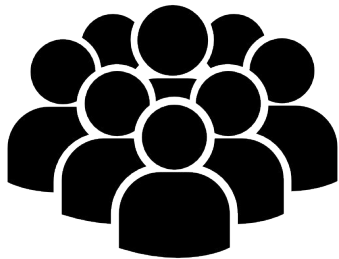
CONSIDER THIS A SAFE SHARED LEARNING SPACE

Please use language, tones, and approaches that enrich this learning environment for all :)

USE "Q&A" TO SUBMIT A QUESTION

We will aim to answer as many as possible in the time allotted

USE "CHAT" TO SHARE IDEAS & PRACTICES TO SUPPORT YOUR COLLEAGUES!

Setting the Stage with Purpose & Direction
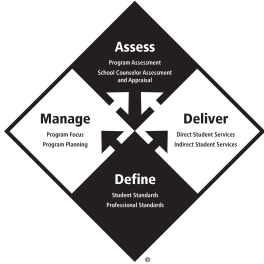
Objectives

By the end of this webinar, we will be able to:

- Explore various types of data and tools that can be used to **annually evaluate the CSCP** and CSCP staff for impact, efficiency, and effectiveness

- Make plans for **leveraging CSCP strengths and improving areas of thoughtfulness** for the next school year

We are still in Year 1 - we're just beginning ;)

2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027
"Year 0"	"Year 1"	"Year 2"	"Year 3"	"Year 4"	"Year 5"
SSB 5030 becomes law School boards required to adopt a "transition plan"	School sites _**begin**_ implementation Districts _**begin**_ building district-wide expectations, structures, etc.				

Remember: It generally takes 3-5 years to fully implement a CSCP.

Prioritizing CSCP Components to Implement
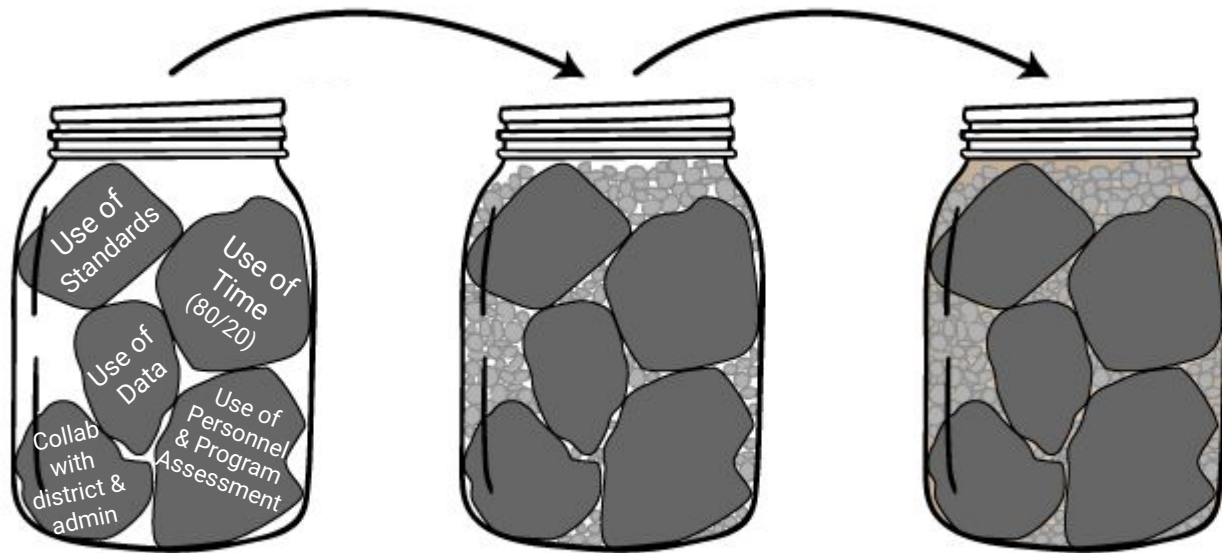
BIG ROCKS FIRST

5030 requirements

GRAVEL SECOND

ASCA National Model components not required by 5030

SAND THIRD

CSCP activities not tied to school goals or initiatives

Celebrations!

What 5030-related successes are happening in your world?
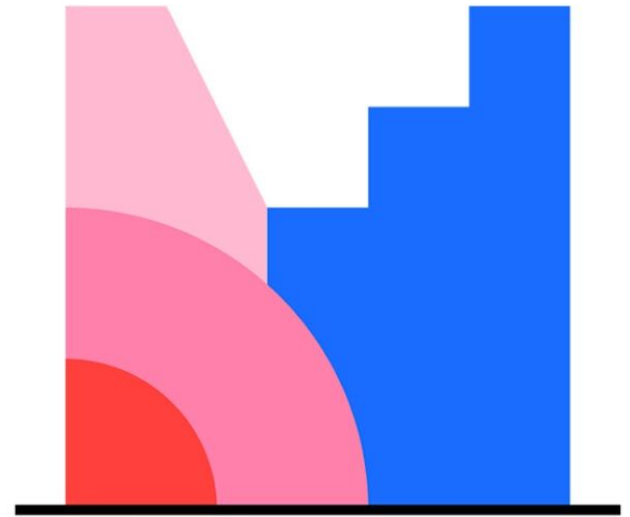
Mentimeter

What does 5030 require?

We are working on an **ESA FAQ!**

The written plan must:

(4) Establish an **annual** review and assessment **process** for the comprehensive school counseling **program** that includes building **administrators** and **stakeholders**.

KEY WORDS

- ☐ *Annual*
- ☐ *Process*
- ☐ *Program*
- ☐ *Administrators*
- ☐ *Stakeholders*

Determination of the extent to which the CSCP impacted student success this year

"Annual Process"

- **"Annual"** - Occurs every school year around the same time
  - **Timing** - recommend sometime between March-June (early enough that it can impact the district transition plan updates and be prioritized before end of year tasks become consuming; late enough that the CSCP has results to review)
  - Goal is **continuous improvement** - not a "gotcha" or "one and done"

- **"Process"** - a series of actions/steps is taken in order to achieve a particular end
  - **Prioritized & protected** from competing priorities (*leadership move)
  - What systems might need **shifting** in order to prioritize this? What's in your sphere of influence?
  - Begin **systemizing** the sharing of CSCP program evaluation with the school board (begin making preparations to share with the board a few times per year)

"Program"

"To achieve the best results for students, school counselors regularly assess their program to determine its **effectiveness**."

The CSCP is "designed with **continuous assessment** and improvement in mind."

ASCA National Model
A Framework for School Counseling Programs
FOURTH EDITION
AMERICAN SCHOOL COUNSELOR ASSOCIATION
ONE VISION ONE VOICE
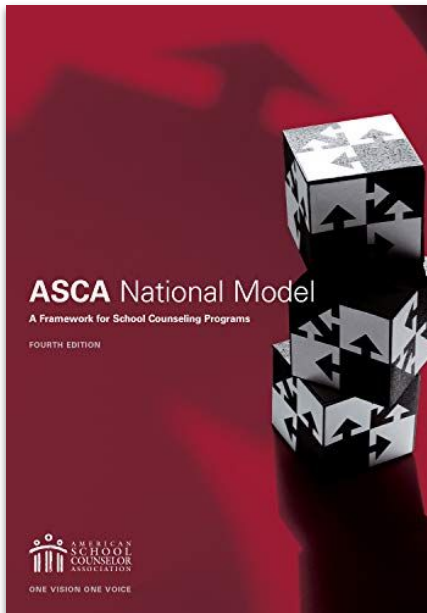
CSCP staff collect and analyze data to answer questions such as:

● Who participated in what activities through instruction, appraisal, advisement, and counseling?

● What ASCA Mindsets & Behaviors did students learn through participation in school counseling activities?

● How did learning affect students' attendance, behavior, and achievement?

"Administrators" and "Stakeholders"

Who participates in the program review and assessment? …. Whoever your key partners are!

- At minimum, a **<u>supervising administrator</u>** & **<u>all CSCP staff</u>**

- Start small with just a few additional partners you trust and who will have thoughtful insights

- Consider using an **existing structure** like your school-based leadership team (BLT, admin leadership team, etc.)

- Intermediate/advanced programs: Consider developing a **CSCP Advisory Council** for this purpose if you haven't already

Are there any **questions** so far?

Use the Q&A

Are we stretching outside of our comfort zones yet? ;)

Recommended Data to Review and Assess

"Participation Data"

Process Data

Who?
What?
When?
Where?
How Long?

e.g. # student contacts, reasons for visits, # family contacts, services provided

"Mindsets & Behaviors Data"

Perception Data

Attitudes

Skills

Knowledge

e.g. pre/post results from lessons and interventions

Behavior Change

Outcome Data

Achievement-Related Data

Attendance
Behavior Referrals
Family Involvement
Homework Completion
Course Enrollment Patterns
Postsecondary Test Taking
College Applications
FAFSA Completion

Achievement Data

Report Card Grades
GPA
Promotion Rates
Graduation Rates
AP Test Scores
ACT/SAT/etc. Test Scores
College Enrollment Rates
Financial Aid Earned

Review the degree to which CSCP supports impacted any of this data!

Hatching Results Conceptual Diagram (Hatch, T. 2021, 2006), Use of Data 2e, p. 93

Recommended Data to Review and Assess

In addition to the previous data on slide 14, also consider data related to **systems** and **programmatic goals** such as:

- **Development of the CSCP TEAM** - collaboration structures, regular meetings with agendas, team cohesion, shared accountability, partnership between admins/CSCP staff, 2-way communication between CSCP staff and the district

- **Development of processes that support CSCP staff efficiency and effectiveness** - referral forms, processes for accessing CSCP staff, triage processes, flowcharts for which staff support which tasks and workstreams, crisis protocols, processes for who steps in when CSCP staff are not available, removal of non-counseling duties, lowering of ratios

Tools You Can Leverage

- Ensure sure your team comes to **consensus** on which of these tools to use

- This year (in year 1), we invite district/ESD leads to support sites' autonomy in choosing the program assessment tool(s) they use this year

- Next year (in year 2), we encourage districts to consider aligning the program assessment tools districtwide, still allowing for some choice where appropriate

Recommended Tools for 'Beginner' Programs

Beginner CSCPs:

5030 Self-Assessment Tool

- [District version](#) | [School version](#)
- Same tool you completed a year ago - complete it again and compare with the last assessment

[5030 catch up checklist](#)

- Includes links to the slide decks and recordings from year 1
- Checklists of recommended tasks by role (school-level CSCP staff, school-level administrators, district-level leads supporting 5030, ESD-level

Recommended Tools for Intermediate/Advanced Programs

Intermediate CSCPs:

for CSCPs that are ready for more rigor

5030 Self-Assessment Tool (District version | School version)

+ **ASCA Program Assessment** (aligns to 4th ed)

Advanced CSCPs:

for CSCPs with national RAMP recognition and others who have well-documented evidence of using data to impact student outcomes through the CSCP

5030 Self-Assessment Tool (District version | School version)

+ Hatching Results Program Implementation Assessment (please email whitney@hatchingresults.com if your team is ready for this advanced, in-depth program assessment)

Sharing the Results of Your Annual Program Assessment

After completing your annual program review and assessment, consider how you plan to **share your findings with key partners** in the school community

Avenues to Share Results

- Publicize a few highlights of your results in a regular school or counseling newsletter/newspaper
- Display a summary of counseling activities and outcomes on website
- Present your program results at the next school district Board meeting
- Prepare a report or present to the equivalent of the Parent/Teacher Association/Organization
- Provide as evidence or an 'artifact' during the annual performance evaluation discussion/process

Think Outside the Box!

- Submit to state/national/district offices seeking 'good news' stories
- Create an End of Year bulletin board or other visual display stating 'thanks for a great year!'
- Incorporate into planned National School Counseling Week activities
- Present a workshop session or poster session at state and national conferences
- Social media exchanges and blogs
- Present at an Advisory Council Meeting

- ● CSCP Results One-Pagers
  - ○ Examples | Template
- ● Flashlight Presentations
  - ○ Examples | Template

CSCP Staff Evaluation

- Not required by 5030 but a natural part of this system shift

- There is a variety of staff doing this work, some are part of professions/others not - bill is not intended to compromise anyone's professional identity

- We understand staff evals might be the next step in some districts while others may not be ready for this step yet (that's ok)

- OSPI, AWSP, Hatching Results, WA counselor educators, and others are information gathering
  - Landscape scans of high quality CSCP staff evaluation tools and processes (if you have examples of good ones, please send them to maria.muto@k12.wa.us)
  - Researching other professionals' evaluation best practices
  - Considering that some CSCP staff doing this work aren't necessarily part of professions with evaluation standards

Resources:

- ASCA performance appraisal tool

- ASCA professional standards self-assessment

- Sample school counselor performance evaluations

ESAs: The Carpool Lane

STAY IN LANE

Max speed **30**

Let's Carpool!

SHARE A CAR

We have been operating with a scarcity mentality, but the work will always be there. We need to work collaboratively.

Prioritizing CSCP Components to Implement
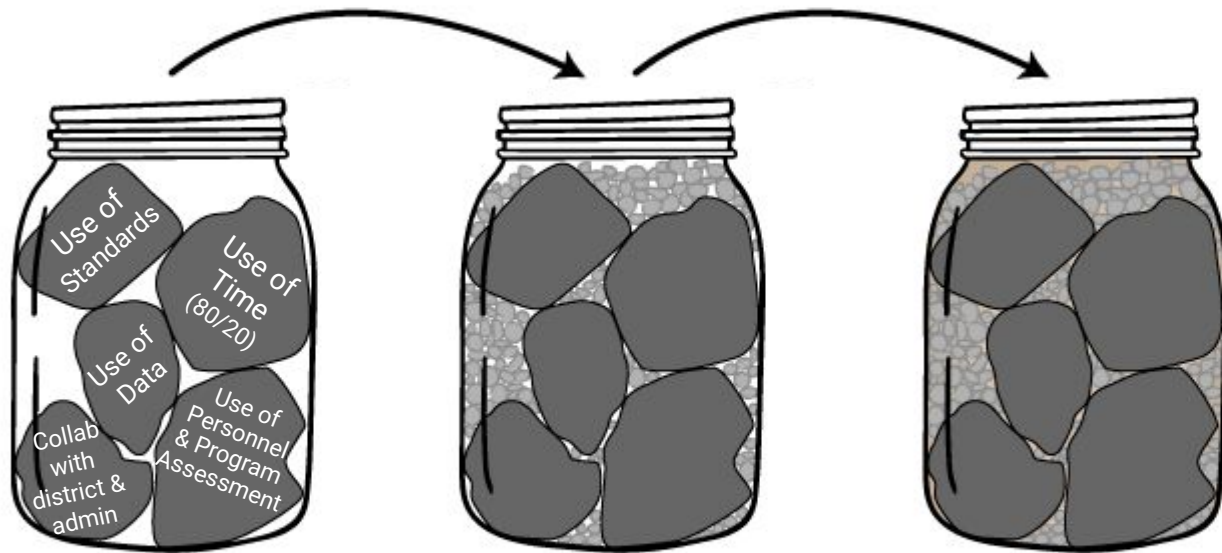
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5030 requirements

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Let's check in!
What questions do you have?

Use the Q&A

Using our evaluation data to improve our program delivery and impact!

Action Planning

OBJECTIVE: Make plans for **leveraging CSCP strengths** and **improving areas of thoughtfulness** for the next school year

Some Options for Suggested Next Steps

We invite you to:

- Determine whether any updates to the **district transition plan** are needed

- Determine **alignment** to next year's SIP

- Continue having the conversation about what it means to have CSCP staff **shift to align to best practice** as we enter year 2

- Leverage the administrator monthly check-in tool for end-of-year CSCP priorities

- Begin drafting your program's planning calendar for next year

What's Available?
Resources & Supports

All Available 5030 Resources
(previous webinars, templates, registration info, etc.)

Online Mini-Modules
(mostly 5-10 min. videos with discussion questions)

https://bit.ly/OSPI5030 (case sensitive)

https://www.oercommons.org/hubs/washington

What you'll find:
- SSB 5030 requirements, templates, and sample CSCPs from across Washington
- Statewide webinar registration and past recordings/slides

What you'll find:
- 80/20: Prioritizing "Core" CSCP Work Through Direct & Indirect Services
- School Counselor-Administrator Partnership
- ASCA National Model 101

Online courses are coming soon!

★ Summer will be first opportunity

★ Initial course content includes Data and Use of Time

★ Each course takes approximately 15 hours

★ FREE clock hours will be available!

Help OSPI help you!

https://bit.ly/CSCP2324Survey

Please take our QUICK, anonymous survey to "help us help you!"

What support do you need next year with 5030-CSCP implementation?

Upcoming SSB 5030-CSCP Regional Workshops

Register in [PDEnroller](#)

ESD ⬇	**Fall 2022** 80/20 Direct and Indirect and CSCP Support in a MTSS (Tier 1)	**Spring 2023** CSCP Support in a MTSS (Tiers 2 & 3) and Annual Review for CSCP + SC Evals
101	Nov. 10, 2022	March 24, 2023
105	Dec. 2, 2022	April 11, 2023
112	Oct. 20, 2022 *Virtual*	April 14, 2023
113	Nov. 3, 2022 *Hybrid*	March 23, 2023
114	Nov. 18, 2022 *Virtual*	March 24, 2023
121	Oct. 19, 2022 *Virtual*	March 31, 2023
123	Dec. 1, 2022	April 19, 2023
171	Oct. 20, 2022 *Virtual*	April 14, 2023
189	Oct. 20, 2022 *Virtual*	April 14, 2023

Statewide Webinars on 5030 Implementation:

Use of Time and 80/20
(10/6/22)
- [Recording](#)

CSCP Support in a MTSS (Tier 1)
(11/29/22)
- [Recording](#)

CSCP Support in a MTSS (Tiers 2 & 3)
(1/17/23, 1:00-3:00 p.m.)
- [Recording](#)

Annual Review for CSCP + School Counselor Evaluation Options
(3/15/23, 9:00-11:00 a.m.)
- Recording coming soon :)

Thank you!

Please complete our evaluation:
(scan the QR code below on your smartphone)

https://www.surveymonkey.com/r/K2GHDRX

Select: "5030 Program Assessment"

Trainer: Whitney Triplett

Date: 3/15/23

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