

The Strategic Plan 2007-2008 MA Model Alignment and Early Implementation

GOALS	Implementation Strategies	Targeted Outcomes/Deliverables	Timeline
Align the counseling program's <b>Foundation</b> with the MA Model	<ul style="list-style-type: none"> <li>• Develop a mission statement</li> <li>• Identify counseling department priorities</li> </ul>	<ul style="list-style-type: none"> <li>• The mission statement will be posted on the school website</li> <li>• A complete CDE Benchmark Action Plan will be developed to use as a starting point for a scope and sequence chart</li> </ul>	<p>By Dec, 2007</p> <p>By Dec.2007</p>
Align the counseling program's <b>Delivery System</b> with the MA Model <b>CURRICULUM</b>	<p><b>HS and JH:</b></p> <ul style="list-style-type: none"> <li>• Design and deliver 3 lesson plans in each domain [total of 9]</li> </ul> <p><b>MS:</b></p> <ul style="list-style-type: none"> <li>• Design and deliver 1 lesson plan in each domain [total of 3]</li> <li>• Counselors will contribute to the development and delivery of the PBIS curriculum</li> </ul> <p><b>EL:</b></p> <ul style="list-style-type: none"> <li>• SAC's will develop and deliver one lesson</li> <li>• Counselors will review curriculum that already exists</li> </ul>	<ul style="list-style-type: none"> <li>• Counselors learn how to write lesson plans</li> <li>• Counselors increase comfort level w/classroom teaching</li> <li>• Counselors collect pre-post data for each lesson</li> </ul>	<p>By June 08</p>

GOALS	Implementation Strategies	Targeted Outcomes/Deliverables	Timeline
Align the counseling program's <b>Delivery System</b> with the MA Model: <b>Individual Planning</b>	<p><b>HS</b></p> <ul style="list-style-type: none"> <li>Develop a 4 year planning tool</li> </ul> <p><b>JH</b></p> <ul style="list-style-type: none"> <li>Develop a plan for assisting 8<sup>th</sup> graders with the transition to the HS</li> </ul>	<ul style="list-style-type: none"> <li>Individual Planning template</li> <li>Lesson for grade 9 students</li> <li>Joint presentation [by JH and HS counselors] to 8<sup>th</sup> graders about transitioning to HS</li> </ul>	<p>Dec 07 June 08</p> <p>Spring, 08</p>
Align the counseling program's <b>Delivery System</b> with the MA Model: <b>Responsive Services</b>	<p><b>HS</b></p> <ul style="list-style-type: none"> <li>Bi-weekly meetings between counselors and admin to discuss at-risk students</li> </ul> <p><b>All levels</b></p> <ul style="list-style-type: none"> <li>Post a resource list of all available supports in the school and in the community</li> <li>Discuss systemic solutions to students' personal/social issues</li> <li>Examine the role of the SAC in relation to small group interventions</li> <li>Manage time so that services become more proactive [vs. reactive]</li> </ul>	<ul style="list-style-type: none"> <li>Targeted interventions for at risk students [e.g. grade 9 anger management group]</li> <li>Resource list on website or available in school counseling offices</li> <li>Counselors will spend no more than 40% of their time delivering responsive services</li> </ul>	<p>On-going</p> <p>Dec 07</p> <p>On-going</p>

GOALS	Implementation Strategies	Targeted Outcomes/Deliverables	Timeline
Align the counseling program's <b>Delivery System</b> with the MA Model; <b>System Support</b>	<ul style="list-style-type: none"> <li>• Monthly district meetings</li> <li>• Weekly meetings with HS counselors</li> <li>• Weekly meetings with JH counselors</li> <li>• Bi-weekly meetings with MS and elementary counselors</li> <li>• Dedicated professional development days</li> <li>• Leadership coaching for Director of School Counseling</li> </ul>	<ul style="list-style-type: none"> <li>• Agendas</li> <li>• Team building, sharing of resources, collaboration</li> <li>• Deliverables in each of the other areas of this strategic plan</li> </ul>	On-going
Align the counseling program's <b>Management System</b> with the MA Model	<ul style="list-style-type: none"> <li>• Create a master calendar for 07-08 for HS and JH</li> <li>• Conduct a time study [during a week when Medicaid bubble sheets are already being completed] to ascertain how each counselor currently divides time between the 4 components of the delivery system</li> <li>• Develop new job descriptions for counselors, SACs</li> <li>• Compile baseline data <i>Attendance</i> <i>Discipline</i> <i>Retention/drop out</i> <i>PSAT/SAT</i> <i>Postsecondary placement</i></li> </ul>	<ul style="list-style-type: none"> <li>• Post on website</li> <li>• Data for future planning, staffing and training purposes</li> <li>• Drafts of job descriptions to be presented to collective bargaining unit</li> <li>• Charts to be to measure progress of future implementation efforts</li> </ul>	<p>Oct 07</p> <p>March 08</p> <p>June 08</p> <p>On-going</p>

GOALS	Implementation Strategies	Targeted Outcomes/Deliverables	Timeline
Align the counseling program's <b>Accountability System</b> with the MA Model	<ul style="list-style-type: none"> <li>• Present progress report to school committee</li> <li>• Pre post data analysis</li> <li>• Complete a MARC Jr</li> </ul>	<ul style="list-style-type: none"> <li>• PowerPoint presentation on this strategic plan and curriculum delivery efforts to date</li> <li>• Charts/tables incorporated into "results reports"</li> <li>• Agawam's MARCJr recognized at the MASCA spring conference</li> </ul>	<p>Feb 08</p> <p>On-going</p> <p>April 08</p>
Develop counselors' <b>leadership, advocacy, collaboration and systemic change</b> skills	<ul style="list-style-type: none"> <li>• Develop a strategic plan for 2008-2012 leading to full MA Model Implementation</li> <li>• Develop a presentation for the MASCA Spring Conference</li> <li>• Develop a presentation for the Mass Superintendents' Summer Institute</li> </ul>	<ul style="list-style-type: none"> <li>• The 2008-2012 Strategic Plan</li> <li>• PowerPoint presentation</li> <li>• PowerPoint Presentation</li> </ul>	<p>April 08</p> <p>April 08</p> <p>June 08</p>