Proviso 1.114 Task Force on Recruitment and Retention

Palmetto State School Counselor Association (PSSCA)

OTasha Morgan, PhD
PSSCA Board Chair
March 10, 2023

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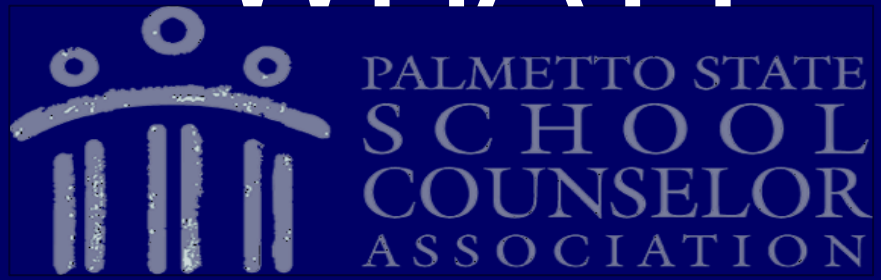
WHO?

WHY?

WHAT?



WHO ARE SCHOOL COUNSELORS?

School counselors are certified/licensed educators who improve student success for all students by implementing a data-informed school counseling program.

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SCHOOL COUNSELOR QUALIFICATIONS

- Hold, at minimum, a master's degree in school counseling
- Meet the state certification/ licensure standards
- Fulfill continuing education requirements
- Uphold ASCA ethical and professional standards

EMPLOYED AT ALL LEVELS

Also employed in district supervisory positions; and school counselor education positions

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SCHOOL COUNSELOR'S ROLE

School counselors play an essential role in creating an equitable, inclusive school culture promoting success for all.

Help all students:

- apply academic achievement strategies
- manage emotions and apply interpersonal skills
- plan for postsecondary options (higher education, military, work force)

Appropriate duties include providing:

- individual student academic planning and goal setting
- school counseling classroom lessons based on student success standards
- short-term counseling to students
- referrals for long-term support
- collaboration with families/teachers/administrators/community for student success
- advocacy for students at individual education plan meetings and other student-focused meetings
- data analysis to identify student issues, needs and challenges

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Recommendations:

Improve School Counseling Ratios

Support for Comp. Developmental School Counseling Programs

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Get the facts.

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Why is a lower student-to-school-counselor ratio important?

Several studies have noted that smaller ratios support:

- Increases in
  - Standardized test performance
  - Attendance
  - GPA
  - Graduation rates
  - The likelihood of students having conversations with school counselors regarding postsecondary plans
- Decreases in disciplinary infractions

ASCA School Counselor Roles & Ratios

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Comparison of Ratios

(Instruction, Appraisal & Advisement, Counseling)

Sample Schools	Individual sessions	Small Group Sessions	Classroom Sessions	Crisis Session
School A - 1 :759 ratio	6	1	6	0
School B - 1:614 ratio	8	1	1	0
School C - 1:670 ratio	10	5	8	1
School D - 1.5:670 ratio	34	7	8	1

Use of Time

January 9-13, 2023

Use-of-Time Percentages:

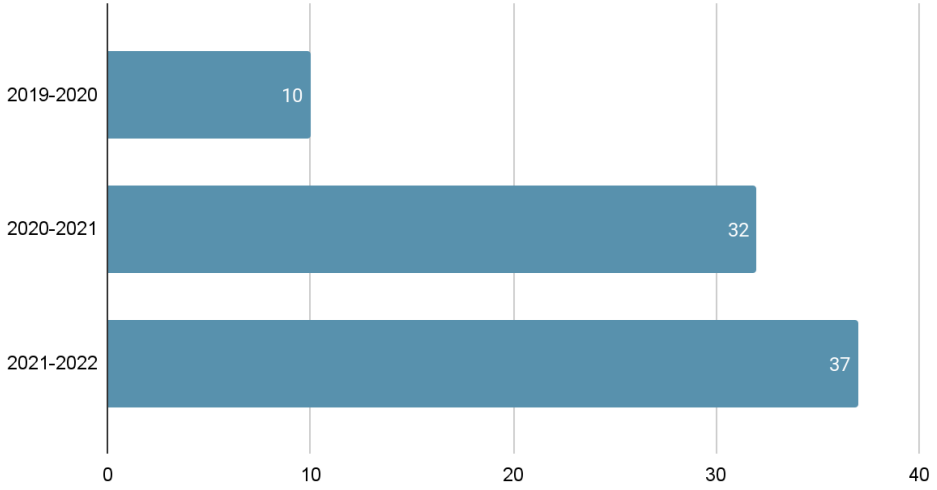
ASCA recommends:
80% direct & indirect student services
20% program planning & school support

School A: Direct/Indirect : 41% Planning/ Support: 44%

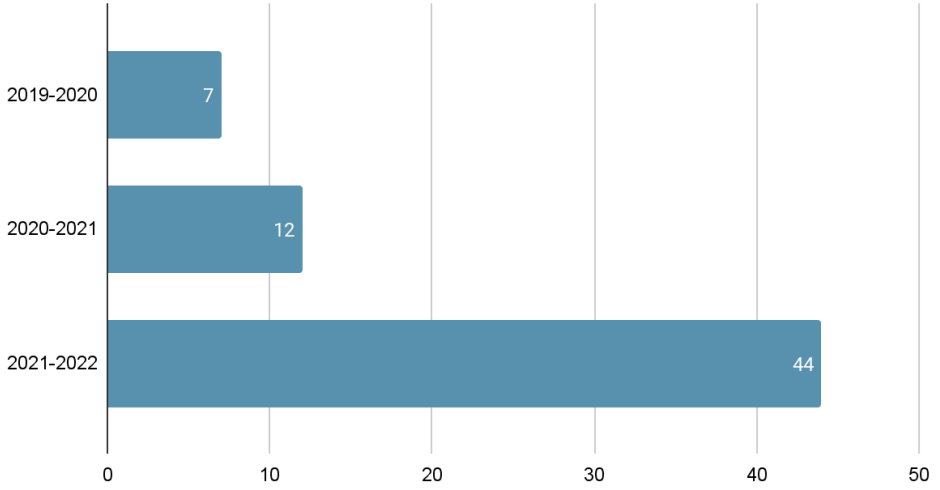
School B: Direct/Indirect : 18% Planning/ Support: 43%

School C: Direct/Indirect : 48% Planning/ Support:

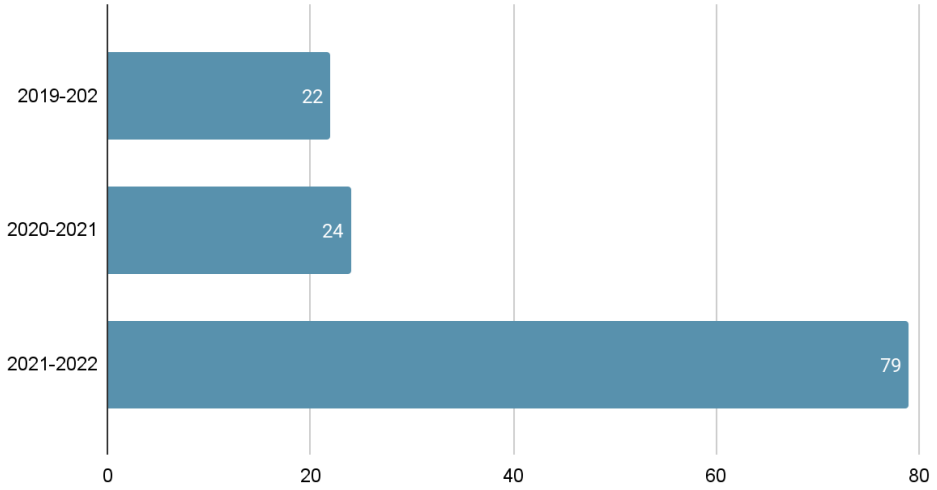
DSS Reports



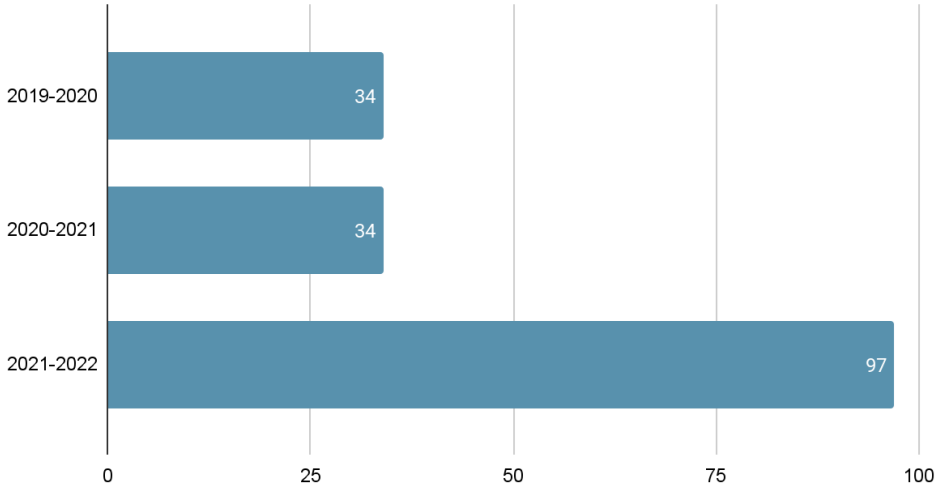
Law Enforcement Reports



Suicide Screeners

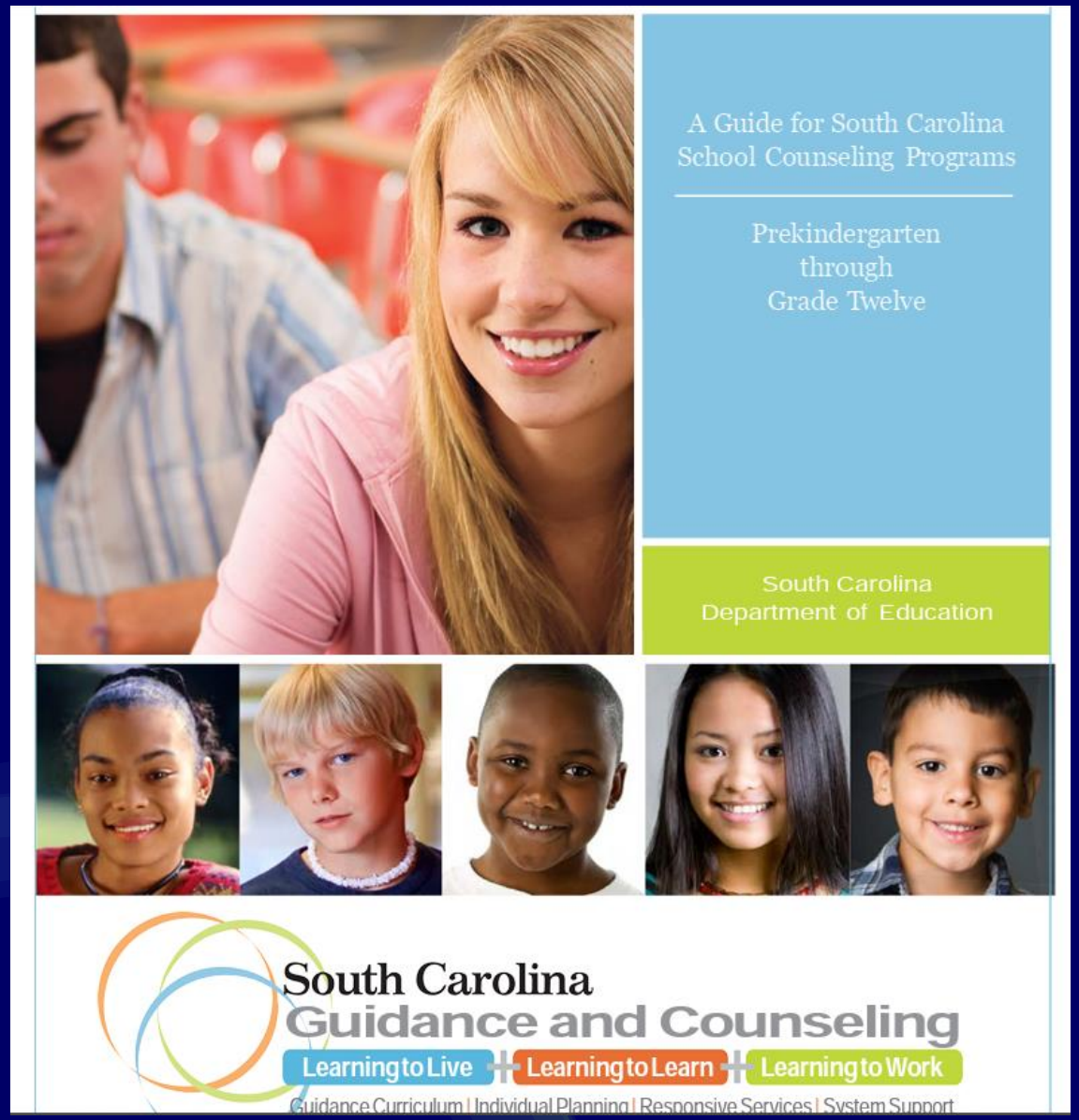


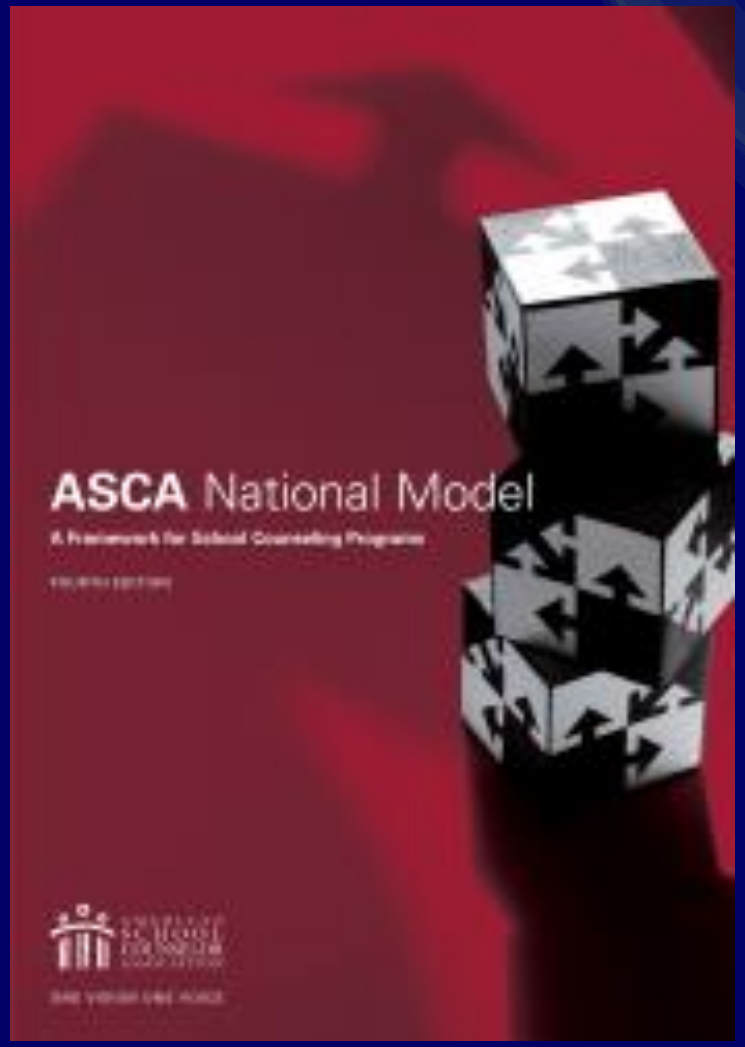
Mental Health Referrals



A School District's Suicide Screener Data

	2021-22	2020-21*	2019-20*	2018-19
Completed Suicide Screeners	1165	467	558	1151
Elementary	36%	32%	45%	44%
Middle School	43%	39%	32%	33%
High School	21%	29%	23%	23%





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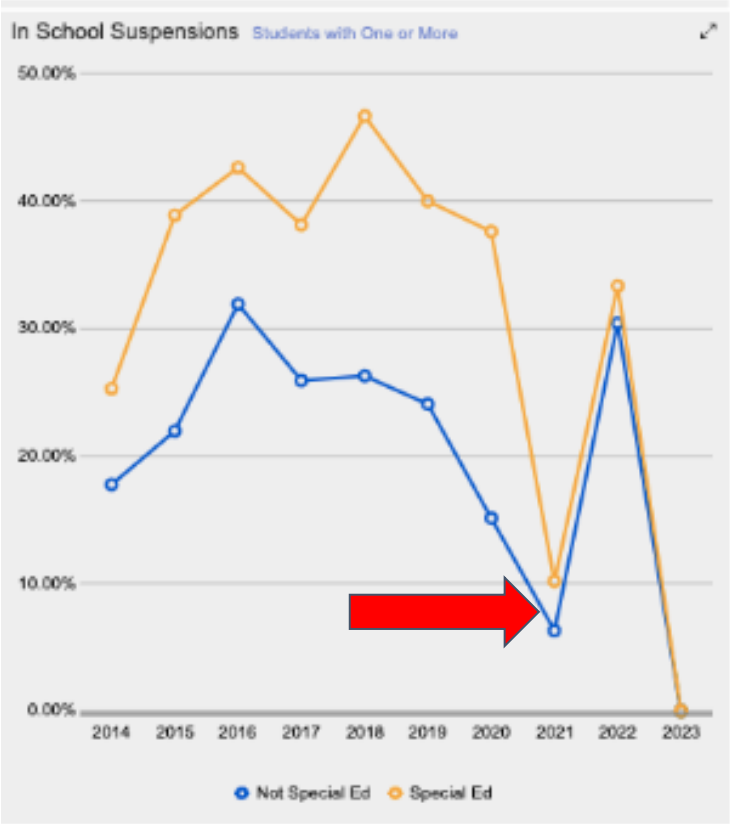
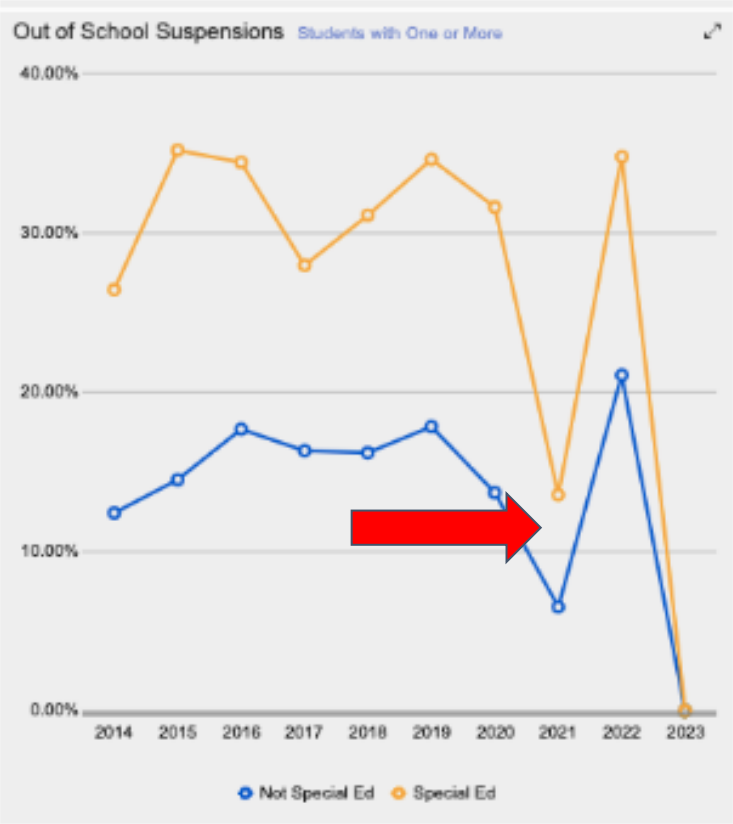
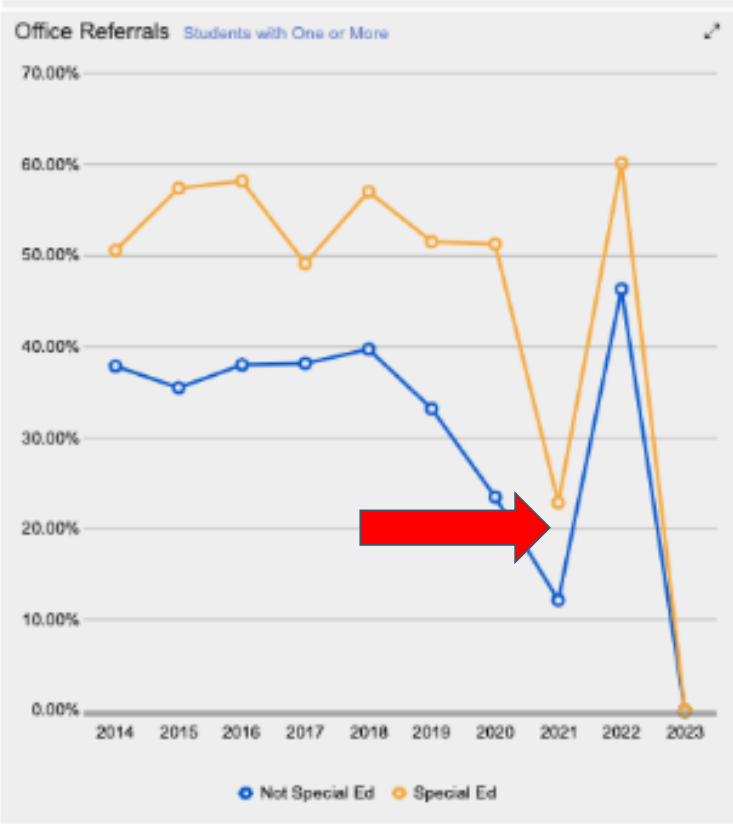
Impact of a Comprehensive Developmental School Counseling Program

Not Special Ed vs. Special Ed







A school counselor reports:

“Large classroom lessons, small classroom lessons, small groups, and individual counseling sessions led to a 65.4% reduction in discipline referrals for our target population.

In addition, our students reported an increase in their ability to control their behaviors and name coping skills to use.”

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SCHOOL COUNSELING INTERVENTIONS SUPPORT TEACHING AND LEARNING BY:

- Increasing Academic Achievement
- Decreasing Discipline Incidents
- Improving Attendance

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School Counselors Support Academic Achievement

Small groups to focus on:

- Academic goal setting
- Test taking skills
- Healthy study habits
- Organizational Skills
- Academic Subjects (Math Skills/Reading)

Other:

Classroom lessons
Individual Sessions
Check-Ins

School Counselors Support Discipline

- Mentor groups
- Creating behavior plans
- Classroom lessons
- Creating behavior incentives
- Small group sessions
- SEL activities
- Implement Tier 2 and Tier 3 behavior strategies

Recommendations:

Improve School Counseling Ratios

Support for Comp. Developmental School Counseling Programs

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ASCA Research Studies:

Ratios: Outcomes Research

Ratios: Outcomes Research Infographic

Ratios: College- and Career Readiness Infographic

High School Students Career and College Readiness in RAMP vs. Non-RAMP School Counseling Programs

2020 State of the Profession Study (School Counselors)

School Counselors Addressing Racism and Bias (January 2022)

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Thank you…..

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