School Counseling Programs in Alabama Schools

Sean J. Stevens, Education Administrator
Counseling and Guidance
Alabama State Department of Education
Our Vision

Every Child a Graduate – Every Graduate Prepared for College/Work/Adulthood in the 21st Century
PLAN 2020

PLAN 2020 is the strategic plan for education in Alabama with a goal to prepare all students to be successful in college and/or career upon graduation from high school.

PLAN 2020 will:

• Improve student growth and achievement.
• Close the achievement gap.
• Increase the graduation rate.
• Increase the number of students graduating high school that are college- and career-ready and prepared to be successful in our global society.
ALSDE
Counseling & Guidance Organization

CTE
Prevention & Support
Instructional Services

Counseling & Guidance
P-12
CTE Career Coaches
REACH Advisory Program
AL Career Planning System
Dual Enrollment
Career Preparedness Course
ESSA Implementation

**Title I**—Title I—Improving Basic Programs Operated by State and Local Educational Agencies

**Title II**—Title II—Preparing, Training & Recruiting High-Quality Teachers, Principals, & Other School Leaders

**Title IV—Part A**—Student Support and Academic Enrichment Grants (SSAEG)
Alabama School Counseling and Guidance Initiatives

- Non-Traditional High School Diploma Option
- Data-Driven School Counseling Programs
- REACH Student Advisement Program
- Alabama Career Planning System
- CTE Career Coaches
- Achieve Alabama Scholarship Portal
- Dual Enrollment (Core and CTE)
- SREB Readiness Courses
- Alabama College Application Campaign/Cash for College Initiative
- College and Career Readiness Dashboard
Non-Traditional High School Diploma Option

**Option 1**—For a former student who attended an Alabama high school and completed all of the required credits needed for graduation; however, the student did not pass all sections of the Alabama High School Graduation Exam (AHSGE).

- Participant must have completed a minimum of 24 credits required to graduate from a traditional high school or the number of required credits established by the student’s local school system policy.
- Did not receive a passing score on one or more sections of the AHSGE.

**Option 2**—For a former student who earned a minimum of 10 or more credits from an Alabama high school and requires additional credits needed for graduation.

- Participant must have completed a minimum of 10 credits of the 24 credits required to graduate from a traditional high school in Alabama.
- Student must be a minimum age of 17.
- Participant must be assessed on the TABE (Test for Adult Basic Education).
- Score must be in the High Intermediate Level (grade equivalency 6.0 or higher).
Data-Driven School Counseling Programs

A Data Driven School Counseling Program:

• Informs the decisions made at each stage of program delivery and assessment.
• Reviews existing data to determine what services are needed to address opportunity or achievement gaps.
• Helps school staff understand an issue.
• Creates systemic change in schools.
REACH Student Advisory Program

Alabama Student Advisement Model in Grades 5-12:
- Research-based and standards-based
- Planning and implementation tools
- Curriculum maps designed to enhance academic, career, and personal-social development for Alabama middle and high school students.

REACH Connect Site:
- https://connect.alsde.edu/sites/reach
REACH Student Advisory Connect Site:

- https://connect.alsde.edu/sites/reach
REACH Student Advisory Program

Senior
Senior Year Plan
Graduation Checklist
College Day Visits
Resume/Cover Letter Preparation
Interviewing Skills
College Admissions/Scholarship Information
Financial Literacy
FASFA
ACT/SAT/AP Exam Prep
Military Careers
Employer Expectations
Community Resources
Living on Your Own
Post-secondary Planning
Reflecting on Senior Year

Junior
Junior Year Plan
Graduation Checklist
Understanding Test Scores
ACT/SAT/AP Exam Prep
Time Management
Workplace Behavior
Portfolio Development
Managing Stress
Diversity
Job Readiness Skills
Post-Secondary Research
Choosing a College and Career
Personal Finance
Preparing for Senior Year

Sophomore
Sophomore Year Plan
Graduation Requirements/Checklist
Study Skills
Student Support Services
ASPIRE Test Prep
Career Research
Organizational Skills
Note-taking
Learning Styles
Academic Success
Portfolio Development
Communication Skills
Multiple Intelligences
Service Learning
Personal Finance
Planning for Summer

Freshman
Introduction to High School
Time Management
Goal Setting
Understanding Grades/Transcript
Study Skills
Building Your Portfolio
Getting Involved in Activities
Community Resources
Getting Along with Others
Interest Inventory
Test-Taking Skills
Anger Management
Conflict Resolution
Educational Choices
Career Planning
Resume/Building
Personal Finance
Alabama Career Planning System
www.al.kuder.com
Alabama Career Planning System
Education Planning
Four-Year Planning and Registration Best Practice Example
### 4 Year Planning, Registration, Master Schedule Timeline 2016-2017

<table>
<thead>
<tr>
<th>Action</th>
<th>Person(s) Responsible</th>
<th>Due Date</th>
<th>Evidence of Completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>WorkKeys, 4 Year Plans, Program Pathway training (high school); KeyTrain (middle and high school)</td>
<td>Norstrom, Wilson</td>
<td>July 28</td>
<td>Sign in sheet/agenda</td>
</tr>
<tr>
<td>Transcript and 4 Year Plan Audit</td>
<td>Norstrom, Blossom, HS Counselor</td>
<td>July 31</td>
<td>Spreadsheet checklist</td>
</tr>
<tr>
<td>All middle, high school students assigned to advocacy/mentoring cohorts</td>
<td>Principals, Teachers</td>
<td>August 5 (middle school)</td>
<td>Cohort rolls established</td>
</tr>
<tr>
<td>Kuder Assessment, 4 Year Plan orientation building-level orientation</td>
<td>Norstrom/Maxey/Sean Stevens</td>
<td>September 1</td>
<td>Sign in sheet/agenda</td>
</tr>
<tr>
<td>Assistant Principal tour TCTA/ Master schedule/ 4 year plan orientation</td>
<td>Morton/Sean Stevens</td>
<td>September 15</td>
<td>Sign in sheet/agenda</td>
</tr>
<tr>
<td>Invitation to submit revisions to course catalog</td>
<td>Maxey, Norstrom</td>
<td>September 16</td>
<td>Submitted requests</td>
</tr>
<tr>
<td>Principal tour of TCTA/ Master Schedule training/ 4 year plan orientation</td>
<td>Morton, Norstrom</td>
<td>September 19th or 22nd</td>
<td>Sign in sheet/agenda</td>
</tr>
<tr>
<td>All course revision requests submitted</td>
<td>Building principals</td>
<td>September 30</td>
<td>Submitted requests</td>
</tr>
<tr>
<td>PTA Meetings- Information about 4 year plans</td>
<td>Maxey/Counselors</td>
<td>October 2016</td>
<td>Sign in sheet/agenda</td>
</tr>
<tr>
<td>High School</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Worlds of Work (all 8th grade students attend)</td>
<td>Norstrom, Counselors</td>
<td>October 13 and 14</td>
<td>Participation</td>
</tr>
<tr>
<td>Event</td>
<td>Responsible</td>
<td>Date</td>
<td>Notes</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>----------------------</td>
<td>--------------------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>Course revisions reviewed by C&amp;I curriculum team</td>
<td>Maxey, Norstrom</td>
<td>October 19</td>
<td>Agenda</td>
</tr>
<tr>
<td>Draft revised course catalogs completed; sent to principals, counselors for feedback</td>
<td>Maxey, Norstrom</td>
<td>October 31</td>
<td></td>
</tr>
<tr>
<td>Board first review of valid courses</td>
<td>Williams</td>
<td>October 1</td>
<td></td>
</tr>
<tr>
<td>All Kuder assessments completed</td>
<td>Counselors</td>
<td>November 4</td>
<td>System data</td>
</tr>
<tr>
<td>201-2018 Course Catalogs approved</td>
<td>Williams</td>
<td>November 15</td>
<td></td>
</tr>
<tr>
<td>Course catalog printed (100 per school, to be available upon request)</td>
<td>Maxey, Norstrom</td>
<td>December 16</td>
<td>back from printers</td>
</tr>
<tr>
<td>8th grade tours of TCTA and CHS (IB)</td>
<td>Counselors, Hines, Blossom, Staggs</td>
<td>December 16</td>
<td>all tours completed</td>
</tr>
<tr>
<td>Registration Orientation for principals/counselors</td>
<td>Maxey, Norstrom</td>
<td>January 25 (principals)</td>
<td>January 25 (counselors)</td>
</tr>
<tr>
<td>All 4 Year plan meetings completed</td>
<td>Teachers, Counselors</td>
<td>January 31</td>
<td>Spreadsheet checklist</td>
</tr>
<tr>
<td>Registration Orientation for teachers (faculty meeting)</td>
<td>Principals, Counselors</td>
<td>February 6</td>
<td>Sign in sheet/agenda</td>
</tr>
<tr>
<td>Student Registration:</td>
<td>Local schools</td>
<td>February 13 - 17</td>
<td></td>
</tr>
<tr>
<td>- Draft 4 Year Plan entered</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Draft 4 year plans printed, sent to parents for approval or alternate requests</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Simulated Workplace Applications delivered to high schools</td>
<td>Morton, Blossom</td>
<td>March 1</td>
<td></td>
</tr>
<tr>
<td>All 4 Year Plans completed/accepted</td>
<td>Counselors</td>
<td>March 10</td>
<td>System data- Kuder</td>
</tr>
<tr>
<td>Event Description</td>
<td>Responsible Parties</td>
<td>Dates</td>
<td>Notes</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------</td>
<td>---------------------------</td>
<td>----------------------------</td>
<td>--------------------------------</td>
</tr>
<tr>
<td>All (parent approved) student requests accepted/entered into iNow</td>
<td>Principals, Counselors</td>
<td>March 10</td>
<td></td>
</tr>
<tr>
<td>Staffing projections provided to all schools</td>
<td>Cameron</td>
<td>March 10</td>
<td>Sign in sheet/agenda</td>
</tr>
<tr>
<td>One-on-one meetings: Student Requests/registration review, mock master schedule due</td>
<td>Principals, Norstrom</td>
<td>March 20 – 31</td>
<td></td>
</tr>
<tr>
<td>One-on-one meetings: Student Requests/registration review, mock master schedule due (Middle School)</td>
<td>Principals, Maxey</td>
<td>March 20 – 31</td>
<td></td>
</tr>
<tr>
<td>Staffing meetings</td>
<td>Cameron</td>
<td>March-April</td>
<td></td>
</tr>
<tr>
<td>TCTA Master Schedule Complete</td>
<td>Morton</td>
<td>March 10</td>
<td></td>
</tr>
<tr>
<td>Master Schedules Complete (Middle and High Schools)</td>
<td>Principals</td>
<td>April 28</td>
<td></td>
</tr>
<tr>
<td>Master Schedule Audit and Approved (Middle and High Schools)</td>
<td>Maxey/Norstrom</td>
<td>May 15</td>
<td></td>
</tr>
<tr>
<td>TCTA strategic audit of student schedules</td>
<td>Morton, Blossom, Career Coach</td>
<td>May 19</td>
<td>Spreadsheet checklist</td>
</tr>
<tr>
<td>Simulated Workplace applications due to TCTA</td>
<td>School counselors</td>
<td>June 1</td>
<td></td>
</tr>
<tr>
<td>Student schedules complete (middle school, high school, TCTA)</td>
<td>Principals</td>
<td>June 9</td>
<td>INOW query</td>
</tr>
</tbody>
</table>
CTE Career Coaches

• Represent the Career Coach Program in local high schools and conduct public relations efforts to promote the CTE programs

• Provide career development guidance for high school students with emphasis on technical programs

• Plan and implement student recruitment activities for technical programs
CTE Career Coaches

• Assist prospective students with career exploration activities and career assessments
• Assist prospective students with admissions, financial aid, and registration procedures for college
• Provide guidance to students regarding career choices
• Conduct high school classroom presentations promoting college and career programs and activities
CTE Career Coaches

• Provide prospective students with information regarding the current job market and trends in career choices
• Schedule and attend college campus tours and industry tours with high school students
• Coordinate job shadowing opportunities for students
CTE Career Coaches

CTE Career Coach Allocations through Foundation Program

FY 14  36 CTE Career Coaches (Southern Region)
FY 15  36 CTE Career Coaches (Central Region)
FY 16  12 CTE Career Coaches (Northern Region)
FY 17  12 CTE Career Coaches (At-Large)

10 Month Contract based on 9-Month Teacher Salary Matrix:
$53,830.00/unit, which includes salary and benefits
CTE Career Coaches

Hover over a county in the map to see the county's name. Click on a county to see the Career Coaches' contact information for the LEAs in that county.

**DeKalb County Career Coach(es):**
David Holt  
Email: dhlott@dekalb.k12.org  
Phone: 256-638-4421

Jessica Blalock  
Email: jblalock@dekalb.k12.org  
Phone: 256-638-4421

**Fort Payne City Career Coach(es):**
Jessica Blalock  
Email: jblalock@dekalb.k12.org  
Phone: 256-638-4421
# School Counselors and Career Coaches

<table>
<thead>
<tr>
<th>Activity</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2015-2016 School Year</strong></td>
<td></td>
</tr>
<tr>
<td>Student Contacts</td>
<td>22,828</td>
</tr>
<tr>
<td>Career Assessments</td>
<td>7,647</td>
</tr>
<tr>
<td>Outside Speakers</td>
<td>786</td>
</tr>
<tr>
<td>Classroom Presentations Activities Total</td>
<td>4,447</td>
</tr>
<tr>
<td>Total Classroom Presentations</td>
<td>11,297</td>
</tr>
<tr>
<td>Total Students In Presentations</td>
<td>220,602</td>
</tr>
<tr>
<td>Career Events</td>
<td>593</td>
</tr>
<tr>
<td>Job Shadowing Events</td>
<td>163</td>
</tr>
<tr>
<td>Students Participating In Career Events</td>
<td>82,826</td>
</tr>
<tr>
<td>Participating In Job Shadowing Events</td>
<td>3,038</td>
</tr>
<tr>
<td>College Applications</td>
<td>46,083</td>
</tr>
<tr>
<td>Parent Contacts</td>
<td>5,425</td>
</tr>
<tr>
<td>Business Industry Community Contacts</td>
<td>4,937</td>
</tr>
</tbody>
</table>
School Counselors and Career Coaches

November 3-4  Ft. McClellan—Anniston, AL

• Please call 256-847-4200 and claim your coaches’ room for the stay at Ft. McClellan. Specify whether you will be staying one or two nights - that way they can be prepared for the number of rooms that will be needed. The cost of the room is $33.00/night

***There are limited spaces for CTE Center School Counselors to participate.
Dual Enrollment

In Alabama, criteria for admission include:

- Student must be in Grades 10-12
- Minimum of 2.5 GPA
- Meet appropriate placement tests in Reading and Mathematics.

To qualify for CTE Dual Enrollment Scholarship Funds, community college programs must meet one of the priority levels for funding dual enrollment tuition, books, tool kits, protective equipment, and supplies.
## Dual Enrollment

<table>
<thead>
<tr>
<th></th>
<th>2014</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>N/R</td>
<td>N/R</td>
<td>3638 (CCR Dashboard)</td>
<td>2307 (CCR Dashboard-Fall)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>11556 (ACHE)</td>
<td>14197 (ACHE)</td>
</tr>
</tbody>
</table>

Priority funding for programs include:

- Automotive Manufacturing
- Industrial Maintenance
- Welding
- Construction and Building Science Technology
- Emergency Medical Services
- Fire Science
SREB Math and ELA Readiness Courses

Student Eligibility:
• ACT Math core range: 16-19
• ACT English score range: 14-17
• ACT Reading score range: 15-19
SREB Math and ELA Readiness Courses

Partnering Community Colleges (Pilot Year 1)

- Bishop State Community College
- Central Alabama Community College
- Enterprise State Community College
- Jefferson State Community College
- Northwest-Shoals Community College
- Wallace-Selma Community College

Courses will not meet NCAA Requirements nor four-year college/university freshman admissions requirement

http://www.sreb.org/readiness-courses-literacy-math
Alabama College Application Campaign
Cash for College Initiative

Alabama College Application Campaign /Cash for College

• October 31-November 4, 2016
• Willietta Conner, Education Specialist   wconner@alsde.edu
• Ashleigh Staples, Alabama Possible      astaples@alabamapossible.org
Scheduling for Student Success

### Diploma Requirement Checking

**Stuttsville High School - BSD**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Diploma Only</th>
<th>Students to print</th>
<th>9th Students</th>
<th>10th Students</th>
<th>11th Students</th>
<th>12th Students</th>
<th>Student Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>22/23</td>
<td>Yes</td>
<td>5/29/24</td>
<td>6/30/24</td>
<td>7/31/24</td>
<td>8/30/24</td>
<td>9/30/24</td>
<td></td>
</tr>
</tbody>
</table>

#### Required vs. Completed Courses

<table>
<thead>
<tr>
<th>Subject Area</th>
<th>Credit</th>
<th>Course Title</th>
<th>Credit</th>
<th>Course Title</th>
<th>Credit Earned</th>
<th>Grade Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>4.00</td>
<td>English 1</td>
<td>3.00</td>
<td>English 2</td>
<td>3.00</td>
<td>3.00</td>
</tr>
<tr>
<td>Math</td>
<td>4.00</td>
<td>Algebra 1</td>
<td>3.00</td>
<td>Algebra 2</td>
<td>3.00</td>
<td>3.00</td>
</tr>
<tr>
<td>Science</td>
<td>4.00</td>
<td>Science 1</td>
<td>3.00</td>
<td>Science 2</td>
<td>3.00</td>
<td>3.00</td>
</tr>
<tr>
<td>Physical Education</td>
<td>1.00</td>
<td></td>
<td></td>
<td></td>
<td>1.00</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL:** 12.000

### Standardized Tests

**Alabama**:

<table>
<thead>
<tr>
<th>Subject Area</th>
<th>Credit</th>
<th>Course Title</th>
<th>Credit</th>
<th>Course Title</th>
<th>Credit Earned</th>
<th>Grade Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math</td>
<td>4.00</td>
<td>Algebra 1</td>
<td>3.00</td>
<td>Algebra 2</td>
<td>3.00</td>
<td>3.00</td>
</tr>
<tr>
<td>Science</td>
<td>4.00</td>
<td>Science 1</td>
<td>3.00</td>
<td>Science 2</td>
<td>3.00</td>
<td>3.00</td>
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<tr>
<td>Physical Education</td>
<td>1.00</td>
<td></td>
<td></td>
<td></td>
<td>1.00</td>
<td></td>
</tr>
</tbody>
</table>

**TOTAL:** 12.000

### GPA

**Required GPA:** 2.000

#### Course Completed That Do Not Satisfy Any Requirements:

<table>
<thead>
<tr>
<th>Course Title</th>
<th>Credit</th>
<th>Course Title</th>
<th>Credit</th>
<th>Course Title</th>
<th>Credit</th>
<th>Course Title</th>
<th>Credit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit Required for Graduation: 22.000</td>
<td>Total Credits Earned: 8.000</td>
<td>Credit Remaining: 24.000</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
College and Career Readiness Dashboard
Class of 2015
Sean J. Stevens, Education Administrator
Counseling and Guidance
Alabama State Department of Education
334-242-9111
sstevens@alsde.edu

http://www.alsde.edu/sec/cg/Pages/home.aspx