



Comprehensive School Counseling Plan 2023-2024

DEFINE
(FOUNDATION)



School Counseling Mission Statement



The mission of the Ouachita River School District Comprehensive Counseling Program is to provide a safe, caring environment where everyone learns and grows. Through participation in the counseling program, all students will develop essential academic, career, and personal, social/emotional skills.



School Counseling Vision Statement

The vision of the Ouachita River School District Comprehensive Counseling Program is that each student finds their purpose and uses that purpose to impact the world as productive citizens of society, implementing problem-solving and critical-thinking skills.



ORSD Counseling Program Belief Statements

- * All students have dignity and worth**
- * All students can be academically successful and productive members of society**
- * All students have access to a full-time, state-certified, master-degree level school counselor to deliver support, programs & services to meet student needs through the comprehensive school counseling program**
- * All students have the right to participate in the school counseling program**
- * All students have the right to make choices and accept responsibility for choices made**

ORSD Counseling Program Standards & Competencies

ASCA School Counselor Professional Standards & Competencies (2019)

<https://www.schoolcounselor.org/asca/media/asca/home/SCCompetencies.pdf>

ASCA Ethical Standards for School Counselors (2016)

<https://www.schoolcounselor.org/asca/media/asca/Ethics/EthicalStandards2016.pdf>

ASCA Mindsets and Behaviors for Student Success: College- and Career-Readiness Standards for Every Student (2021)

<https://www.schoolcounselor.org/school-counselors/about-asca/mindsets-behaviors>

G.U.I.D.E. for Life

<http://www.arkansased.gov/divisions/learning-services/guide-for-life>

ORSD Counseling Team

Linda Heath, Acorn Elementary Counselor

(479) 394-2348 | lheath@orsd.k12.ar.us

Apryl Philpot, Oden K-12 Counselor

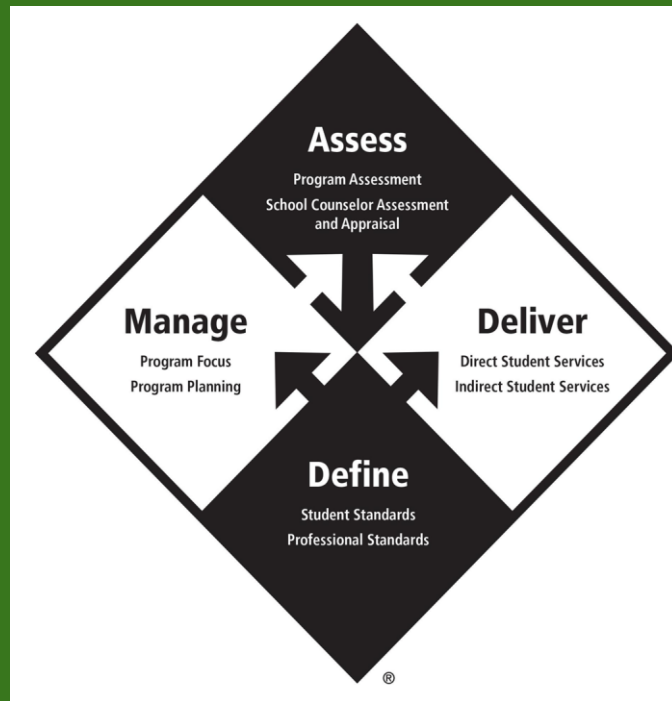
(870) 326-4311 | aphilpot@orsd.k12.ar.us

Tammy Young, Acorn Middle/High School Counselor

(479) 394-5544, x. 104| tyoung@orsd.k12.ar.us

KyLynn Ledbetter, ORSD Mental Health Counselor

(479) 394-2348 | kledbetter@orsd.k12.ar.us



ORSD Counseling Advisory Committee

Elicia Bergum, Oden K-12 Principal

Jennifer Barrett, Oden Elementary School Teacher &

Oden K-12 Parent/Family/Community Engagement Coordinator

Rhonda Willborg, Acorn Elementary School Teacher

Stephen Olmstead, Oden High School Teacher

Michelle McGee, Acorn High School Teacher

Amy Monk, UA Cooperative Extension Service (Montgomery County)

Bridgett Martin & Claire Williamson, UA Cooperative Extension Service (Polk County)

Western Arkansas Counseling & Guidance Center Therapists

Student Council Representatives

UA Rich Mountain EOC, ETS & Upward Bound Staff

FY2024 ORSD COUNSELING TEAM ROLES

Linda Heath, Acorn Elementary Counselor

Grades K - 6th

- Guidance Lessons
- Small Group Counseling
- Individual Counseling
- Responsive Services
- Facilitate Referral Process for Support Services

AES 504 Coordinator

ORSD McKinney-Vento Coordinator

Acorn Elementary School PLC & Leadership Team Member



The Ouachita River School Counselors follow the American School Counseling Association (ASCA) Model for Standards and Competencies & ASCA Student Standards: Mindsets & Behaviors for Student Success.

FY2024 ORSD COUNSELING TEAM ROLES

Tammy Young, Acorn High School Counselor

Grades 5 & 6

- Guidance Lessons - transitioning to middle & high school

Grades 7-12

- Small Group Counseling
- Individual Counseling
- Responsive Services
- Facilitate Referral Process for Support Services

ORSD Career Coach/Student Success Plan Coordinator

Acorn High School PLC & Leadership Team Member



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FY2024 ORSD COUNSELING TEAM ROLES

Apryl Philpot, Oden K-12 School Counselor

Grades K-12

- Guidance Lessons
- Small Group Counseling
- Individual Counseling
- Responsive Services
- Facilitate Referral Process for Support Services

ORSD District Testing Coordinator

Oden Schools' PLC & Leadership Team Member



The Ouachita River School Counselors follow the American School Counseling Association (ASCA) Model for Standards and Competencies & ASCA Student Standards: Mindsets & Behaviors for Student Success.

FY2024 ORSD COUNSELING TEAM ROLES

KyLynn Ledbetter, Mental Health Counselor

Grades K - 4th (Acorn Elementary School)

- Guidance Lessons

Grades K-12 (Acorn & Oden campuses)

- Small Group Counseling
- Individual Counseling
- Responsive Services
- Social-Emotional Development and Mental Health Counseling



The Ouachita River School Counselors follow the American School Counseling Association (ASCA) Model for Standards and Competencies & ASCA Student Standards: Mindsets & Behaviors for Student Success.

ASSESS

ORSD Administrative Annual Conference - School Counseling Program

By June of each school year, each school counselor meets with their building principal to review and identify the roles and responsibilities of the school counselor and plans for the upcoming year. Areas of strength and growth are identified and plans are developed for implementation in the upcoming year.

Goals, annual calendar, use of time, and budgets are addressed to determine effectiveness of school counseling plan in addressing areas of student domains: academic, career, and social-emotional development.

Agreements are signed by each party and reviewed annually and on an as- needed basis.

Annual Administrative Conference			
School Counselor _____		School Year _____	
After completing the school data summary, I have identified the following data priorities:			

Based on these data priorities, I will address the following goals as listed in the annual student outcome goal plan template:			
Annual Student Outcome Goals			
1	_____		
2	_____		
School Counselor Use of Time			
A minimum of 80% of time is recommended for direct and indirect student services and 20% or less in program planning and school support.			
Use of Time from Previous School Year			
Based on two (2) day calculations from previous school year (attached)			
Direct Student Services	Indirect Student Services	Program Planning and School Support	Non-School Counseling Duties
%	%	%	%
Use of Time Plan for Current School Year			
Indicate your planned time allocations for this school year			
Direct Student Services	Indirect Student Services	Program Planning and School Support	Non-Counseling Duties
%	%	%	%
Ratio and Caseload			
The American School Counselor Association recommended ratio is one school counselor per 250 students:			
Ratio	One School Counselor	Per _____ Students	
Caseload defined by:	Alpha Assigned	Last names beginning with: _____ to _____	
	Grade Level	Students in grades: _____	
	Other:	All Students in Building	
Program Implementation Plan to Address Priorities			
Attach the following documents for review and discussion during the conference:			
<ul style="list-style-type: none"> Classroom and Group Meetings & Initiatives Action Plan Closing the Gap Action Plan Annual Calendar 			
Advisory Council			
The school counseling advisory council will meet to provide feedback and input on the school counseling program.			
Full Meeting Date:	_____		
Spring Meeting Date:	_____		
Proposed Members: (names and stakeholder position)	_____		
Professional Development			
I plan to participate in the following professional development based on annual student outcome goals and my School Counselor Professional Standards & Competencies self-assessment.			
Date(s)	Topic	Cost	
_____	_____	_____	
_____	_____	_____	
School and District Committees and Professional Work			
Group	Time Commitment	School Counselor's Role	
_____	_____	_____	
Budget Materials and Supplies			
Materials and supplies needed: _____			
Annual budget: \$ _____			
School Counselor Availability/Office Organization			
The school counseling office will be open for students/parents/teachers from _____ to _____			
My hours will be from _____ to _____ (if flexible scheduling is used)			
The career center will be open from _____ to _____			
Other Staff and Volunteers			
Role/Responsibility	Person Assigned (no signatures required)		
School Counseling Department Assistant	_____		
Attendance Assistant/Clerk	_____		
Data Manager/Registrar	_____		
College and Career Center Assistant	_____		
Other Staff	_____		
Volunteers	_____		
Signatures of school counselor and administrator must be within the first two months of school.			
School Counselor Signature		_____	
Administrator Signature		_____	
Date Conference Held & Template Signed		_____	
Print Day of School		_____	

Annual Administrative Conference - 2023-2024

ORSD FY2024 Program Goal

The goal of the Ouachita River School District Counseling Department for FY2024 is to develop student awareness of community service learning(CSL) in grades K-8 and create new opportunities to participate in community service learning in grades 9-12.

In order to obtain data, ORSD counselors will conduct pretest and posttest surveys. In Fall 2023, a pretest will be given to students to measure their understanding of community service learning. After the pretest is completed, the data will be entered into the table on this slide.

Data FY2024

School	FY2024 CSL Awareness
Acorn Elementary	
Acorn High School	
Oden Elementary	
Oden High School	

FY2024 Action Steps

TIER I

- Counselors will conduct lessons on community service for all grades.
- Counselors will invite community volunteers to speak to students about the activities they do.

TIER II

- Counselors will collaborate with the CSL Coordinator to assist students in grades 9-12 to plan community service activities.
- Counselors will collaborate with the CSL Coordinator to assist students with the reflection of the CSL activity that they completed.

TIER III

- Counselors will meet with students in grade 9-12 who are in jeopardy of not completing the required hours of community service learning.

MANAGE
&
DELIVER

Act 190



The School Counseling Improvement ACT, states that school counselors shall spend at least 90% of his/her time each month, on student contact days, providing direct and indirect counseling services to students.

ORSD Counseling Services and Responsibilities address and meet ACT 190 in counseling services in the domain areas of student academic, career and personal/social-emotional development,

ORSD COUNSELING SERVICES & RESPONSIBILITIES

DIRECT SERVICES

TIER I Level

- *Addressing student development domain areas: Academic, Career & Personal/Social-Emotional
- *Guidance lessons addressing ASCA frameworks and/or GUIDE for Life; limited to 40-minute sessions, not to exceed three (3) sessions per day and ten (10) per week
- *Grade-level sessions: addressing ASCA frameworks, student needs addressed through Student Success Plans, GUIDE for Life

TIER II Level

- *Individual/Group Counseling Sessions addressing needs at the Tier II Level

TIER III Level

- *Responsive Services addressing critical/crisis situations which occur at Tier III Level

Referrals may be in person, email, phone, fax and digital referral form.

[MS/HS Counseling Referral Form](#)

[Elementary Counseling Referral Form](#)

ORSD COUNSELING SERVICES & RESPONSIBILITIES

Indirect

- *Consultations made on behalf of a student with staff, parent/guardian, or agency
- *Referrals for outside mental health services
- *Decisions-Making Teams: Member of student services decision-making teams - 504, IEP, G/T, ALE placement
- *Advisory Committee Meetings
- *Resources on Counselor Pages - www.ouachitariversd.org

Administrative

- *Leadership Teams
- *504 & IEP Committees
- *McKinney-Vento Coordinator
- *Student Success Plans
- *Testing Coordination
- *Caring, Learning, Growing, Safe & Wellness Committees

Suicide Prevention

Act 190

Counselors address age-appropriate suicide awareness and prevention through;

- a) strategies to help identify a student who is at risk for suicide
- b) strategies and protocols to help students who are at risk for suicide
- c) protocols for responding to a suicide death

How ORSD addresses law

- Suicide awareness and prevention lessons are given to students in grades 7-12 which include identifying a student who is at risk and what to do if a student needs help
- Age-appropriate guidance lessons are presented to students in grades k-6
- The ORSD Crisis Plan is followed when responding to a suicide death.

Resources: “A Friend Asks” App

<https://afsp.org/>

National Suicide Prevention Lifeline—988
(shared with students, staff & community; posted on campus, website, and social media)

Bullying Prevention

ACT 1029

This act amends previous anti-bullying legislation and addresses anti-bullying continuing education, notice procedures and reporting requirements.

ACT 190, Counselors will

- Assist school employees in training to recognize bullying behaviors
- Respond to bullying that is occurring in the school
- Provide strategies to support students who are being bullied
- Provide strategies to help bystanders speak out against bullying

Resources:

<https://www.stopbullying.gov/>

<http://www.eyesonbullying.org/>

<https://www.ncpc.org/resources/bullying/>

How ORSD addresses the law

- Faculty and staff receive training related to bullying prevention and reporting incidents of bullying.
- All students are informed about bullying prevention and steps for reporting bullying through guidance lessons and school assemblies.
- Students who are bullied are supported through individual and group counseling.
- Bystanders are encouraged to speak up for those who are bullied.

Transitioning Students



Counselors will provide orientation for new students and for students transitioning to new levels of education within the school.

How ORSD addresses law

- Orientations are provided to new students who enroll in the district.
- Transition meetings are held in August before school begins to assist students with schedules and provide tours of the school.
- FAFSA Financial Aid Night is scheduled for seniors and their parents.
- “Transition Day” is held annually in May for 6th grade students to simulate classroom and extracurricular experiences with high school staff to prepare for transition to 7th grade in high school building.
- ORSD Career Connect Day is held in the spring semester. This event connects seniors with future employers with business and industry partners conducting interviews with students based on their career field and top occupation.

Drop-Out Rate

Act 190

Counselors intervene with students who are at risk of dropping out of school to determine if there is a way to keep at-risk students in school.



How ORSD addresses law

- At-risk students are referred to the counselor to discuss reasons the student is at risk.
- The counselor and student discuss alternative solutions to keep the student in school.
- The counselor and student make a plan to complete the requirements for graduation and receive a high school diploma and provide solutions to barriers.

Physiological Needs

How ORSD student & family needs

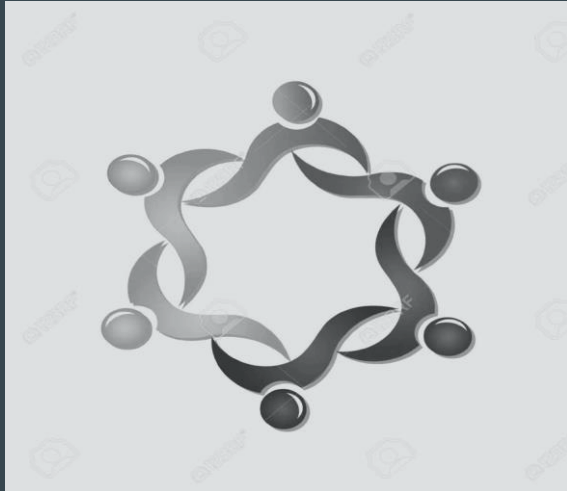
- *Backpack Program - Project Prevent hosts food drive
- *Project Prevent Toy Drive & Sorge Christmas Project - Gifts donated & wrapped
- *Clothes Closet - clothes, hygiene products/toiletries, shoes donated and provided
- *Community Resource Guide - Livebinder link on website
- *Basic School Supplies - provided to students
- *Community Partnerships - meet student & family needs



Collaborate With Teams

Act 190

The counselor serves as a contributing member of a decision making team.



How ORSD addresses law

- PLC Meetings
- 504 Plan Meetings
- IEP Meetings
- LPAC Meetings
- CAP & Parent/Teacher Conferences
- Referral Conferences - retention, mental health services, academic intervention
- Wellness Committee
- Parent/Family/Community Engagement Committee

Post-Graduation Follow-Up

How does ORSD address the component:

*Exit interview is utilized to collect personal email addresses with current graduating class members

*Post-graduation follow-up survey is distributed to collect postsecondary information on each graduating class member.



*Link to Post-Graduation
Follow-Up Survey:*

[Post Graduation Follow-Up Survey](#)

Student Success Plans

Act 930 of 2017

- Guide the student along pathways to graduation
- Develop an individualized plan and systematic process to provide student access and promote student and parent engagement in the student's education - secondary and postsecondary, and personal/social-emotional development
- Address accelerated learning opportunities
- Address academic deficits and interventions
- Include college and career planning components

How ORSD addresses law

ORSD School Counselors & Career Coach Staff provide students an opportunity to explore and plan for the future to help them understand the relationship between academics, personal competencies, and future aspirations. They work with students in grades 6-12 to engage in development of on-going, editable, and personal electronic student success plan portfolio starting in elementary through postsecondary.

[ORSD Student Success Plan Checklist - 2023-2024](#)

Career Planning Process

ACT 190

- Guide the student in understanding the relationship between classroom performance and success in school & beyond
- Provide resources to identify career interests and aptitudes to assist a student in age-appropriate college & career planning
- Guide the student in understanding the advantages of completing career certifications & internships
- Interpret augmented, criterion-referenced, or norm-referenced assessments for students & parents
- Provide information to parent/guardian on college preparation, financial aid/scholarships, & career opportunities
- Encourage parent/guardian to support partnerships in student's learning and career planning process

How ORSD addresses law

ORSD School Counselors & Career Coach Staff provide students an opportunity to explore and plan for the future to help them understand the relationship between academics, personal competencies, and future aspirations. They work with students in grades 6-12 to engage in development of on-going, editable, and personal electronic student success plan portfolio starting in elementary through postsecondary., utilizing the KUDER Career Planning System.

*Be Pro Be Proud Simulation Workshop

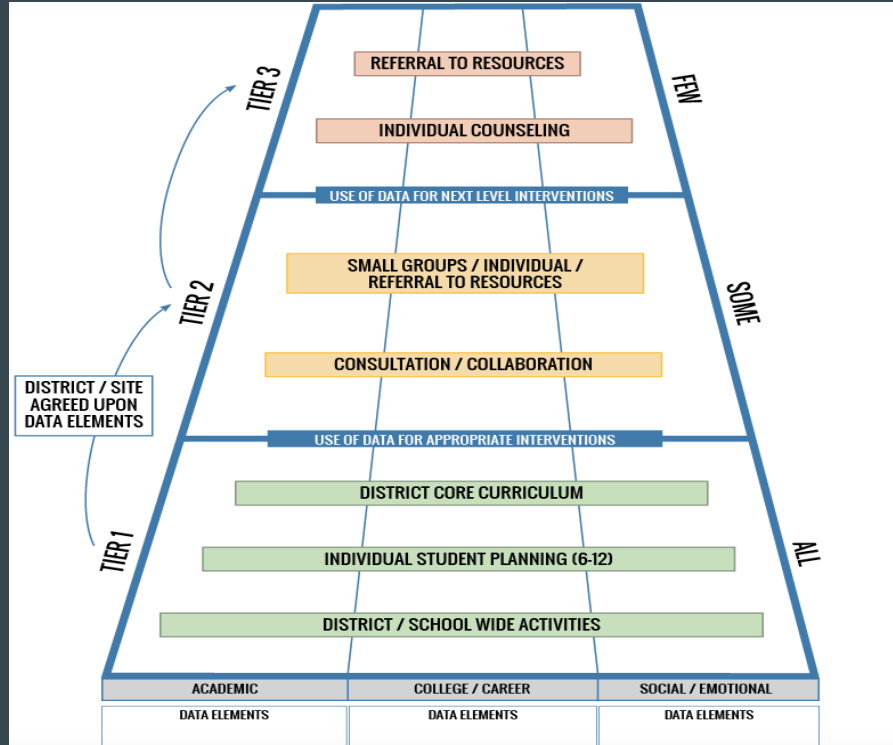
*College/Career/Job Fairs & Guest Speakers

*Guidance lessons K-12 focusing on career exploration, skills, interests and work values

*ORSD Career Connect Job Interview Fair

*ORSD Senior Recognition Days - career, military, college, trade school

ORSD Elementary & High School Counseling Calendars FY2024



ORSD Elementary School Counseling Calendar
FY2024

ORSD High School Counseling Calendar
FY2024

ACCOUNTABILITY

2022-2023 Program Goal & Results

The program goal of the Ouachita River Counseling Department for FY2023 was to diminish incidences reported on disrespectful behavior by 10% by the end of the school year.

ORSD Data FY2022 & FY2023

School	FY2022 Behavior Incidents Total	FY2023 Behavior Incidents Total
Acorn Elementary	26	8
Acorn High School	11	6
Oden Elementary	25	23
Oden High School	37	30

ORSD FY2023 Program Results Statement

The results included three of the District buildings meeting the FY2023 Program Goal and one not meeting the goal.

Acorn Elementary School, Acorn High School, and Oden Hgh School met the FY2023 Program Goal with the following strengths identified: collaboration and consistent communication between counselors, administrative support, teachers and staff.

Oden Elementary School was just short of reaching the goal. We will continue to use guidance lessons and individual counseling to reduce incidents of disrespectful behavior.

These results will be shared with stakeholders at the Fall Advisory Council meeting.



Preparing Students for LIFE!

#orsdlifeprep