

Comprehensive Counseling Plan 2023-2024



509 N Jackson St.
McCrorry, AR 72101

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Foundation

-Our Team

Mr. Scott Waymire	Superintendent
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Mr. Glen Campbell	High School Principal
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Mrs. Julia Johnston	Elementary School Principal
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Lesley Norton	High School Counselor
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Ava Simmons	Elementary School Counselor
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-Counseling Program Belief Statements

1. School counselors must be leaders, promoters, and collaborators who create equal opportunities for every student.
2. School Counselors are advocates for every student.
3. Every student has the right to make choices and accept responsibility for choices made.

-Counseling Program Vision Statement

The McCrory School District Counselors empower students with the knowledge, skills, and resources needed to advance student success at school, at home, and in the community.

-Counseling Program Mission Statement

The McCrory School District Comprehensive School Guidance Program is to guide students in establishing, identifying, and balancing academic, career, and personal/social goals in order to help students become valuable and dependable citizens in society.

-Program Goals

Goal 1: McCrory School District attendance will increase/maintain to 95% compared to the previous year's attendance rate for the 2023-2024 school year.

For the 2023-2024 school year, our committee decided to continue with our goal of increasing/maintaining our attendance rate to 95% from previous years. According to our current data, we met or almost met the 95% attendance goal for 2022-2023. The 2022-2023 school year reflected attendance for a normal, post COVID, school year.

Supplemental Data

McCrorry Elementary School

Year	Attendance
2017-2018	93.88%
2018-2019	94.04%
2019-2020	Not Available
2020-2021	96.36%
2021-2022	93.91%
2022-2023	93.4%

McCrorry High School

Year	Attendance
2017-2018	94.82%
2018-2019	94.28%
2019-2020	Not Available
2020-2021	96.2%
2021-2022	94.76%
2022-2023	94.5%

ASCA Mindsets and Behavior Standards:

M 3. Sense of belonging in the school environment.

M 6. Positive attitude toward work and learning.

B-SMS 1 Demonstrate ability to assume responsibility.

B-SMS 8 Demonstrate ability to balance school, home and community activities

B-SMS 6 Demonstrate ability to overcome barriers to learning.

B-SS 3. Create relationships with adults that support success.

B-SS 9. Demonstrate social maturity and behaviors appropriate to the situation and environment.

Actions in Place

Attendance

McCrory Schools have an attendance policy and a process is in place for addressing student absences. The counselors' role is to contact parents when attendance concerns arise. If these concerns continue, counselors may submit a report for educational neglect to the Arkansas State Police Child Abuse Hotline. Counselors may also engage students in an individual conference to identify any barriers to attending school regularly and help provide solutions and support.

Elementary	High
<ul style="list-style-type: none">• Attendance Action Plan• Letter to parents• Phone call from counselor• Phone call from principal• Home Visit• Report to AR Child Abuse Hotline• FINS Petition• Certificated for Perfect Attendance• Daily call to parents if child is a chronic absentee	<ul style="list-style-type: none">• Attendance Action Plan• Letter to parents• Phone call from counselor• Home Visit• Report to AR Child Abuse Hotline• FINS Petition• Daily call to parents if child is a chronic absentee

Actions to Take

Elementary	High
<ul style="list-style-type: none">• School messages to parents about attendance policy and importance.• Open House presentation to address the importance of attendance.• Meet one-on-one with students with excessive absences (5 unexcused absences)	<ul style="list-style-type: none">• School messages to parents about attendance policy and importance.• Open House presentation to address the importance of attendance.• Meet one-on-one with students with excessive absences (5 unexcused absences)

Management of the Counseling Program

-Use of Time

The McCrory School counselors will use a counselor's use of time counselor spreadsheet to log and analyze time spent providing direct and indirect services and administrative duties.

A snapshot of typical use of time for the elementary school counselor is based on two weeks from the 2023-2024 school year and is reflected in the chart below:

School	Percent Direct and Indirect	Percent Administrative
Elementary	90%	10%
High	90%	10%

-Arkansas Administrative Conferences

The counselors of McCrory School District meet regularly with administration to evaluate the counseling program. The meeting time is spent looking closely at the goals set and the progress being made, celebrating the positives, and evaluating areas that still need improvement and brainstorming ideas to help with improvement.

-Arkansas Advisory Council

The McCrory School District Program will implement an advisory council in the upcoming school year. The members on the committee will include: Lesley Norton, high school counselor, Ava Simmons, elementary counselor, Erin Creasey, elementary teacher, Heather Hite, high school teacher, Nikki Schaefer, high school parent, Anne Rushing, elementary parent. The advisory council would be beneficial in many different ways such as sharing information about our program, building relationships with our stake-holders and using their insight for further planning.

-Calendars

The following calendars give an overview of the counseling programs and services provided throughout the year.

McCrory Elementary School Counselor Calendar at a Glance

<p><u>JULY</u> Virtual Parent Surveys Leadership Meetings</p> <p><u>AUGUST</u> Staff meetings Staff meeting to discuss changes in testing Open House K-6 Parent training for online learning</p> <p><u>SEPTEMBER</u> Begin group Counseling Bullying/Suicide/Getting Along Awareness Parent/Teacher Conferences</p> <p><u>OCTOBER</u> Red Ribbon Week Drug/Alcohol Prevention</p> <p><u>NOVEMBER</u> Interim Testing Character Building</p> <p><u>DECEMBER</u> Christmas Program Teacher Talent Show Cyberbullying</p>	<p><u>JANUARY</u> Run attendance reports for 1st semester Continue class meetings - Careers Students returning for traditional or online learning</p> <p><u>FEBRUARY</u> Meet with at risk students Interim Testing Bullying Check Ins Parent/Teacher Conferences</p> <p><u>MARCH</u> Meet with at risk students/class/parents Study Skills Friendships</p> <p><u>APRIL</u> Testing 504 Annual Reviews</p> <p><u>MAY</u> Student Reports President's Awards Student Recognition Ceremonies Career Forum</p>
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McCrory High School Counselor Calendar at a Glance

<p><u>AUGUST</u> Staff meeting to discuss changes for upcoming school year Open House 7-12 New student registration Schedule changes</p> <p><u>SEPTEMBER</u> Senior meetings Host financial aid night for students and parents</p>	<p><u>JANUARY</u> Run credits Check Senior Transcripts ASVAB test</p> <p><u>FEBRUARY</u> Meet with at risk students Testing Suicide and Bullying Follow-up</p>
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<p>Suicide Awareness Parent/Teacher Conferences</p> <p><u>OCTOBER</u> Inform about college days Senior meetings Meet with at risk students Red Ribbon Week</p> <p><u>NOVEMBER</u> Notification of Scholarships application due dates</p> <p><u>DECEMBER</u> Bullying Prevention and Awareness Check credits Schedule changes for spring semester</p>	<p><u>MARCH</u> Scheduling meeting with students and parents for all grades Parent/Teacher Conferences ACT State Test (11th grade)</p> <p><u>APRIL</u> Testing Finalize Senior plans after graduation</p> <p><u>MAY</u> AP Exams Check credits Finalize senior transcripts Graduation</p> <p><u>JUNE</u> Assist in the development of the master schedule Send Final Transcripts</p>
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-Standards and Competencies

The McCrory School Counselors follow the American School Counseling Association model for Standards and Competencies.

[American School Counseling Association model for Standards and Competencies](#)

The McCrory School Counselors follow Arkansas Department of Education TESS Standards and Competencies.

[Arkansas Department of Education TESS Standards and Competencies](#)

Delivery

-Classroom Guidance

Act 190, The School Counseling Improvement Act, states that a school counselor shall provide no more than 3 sessions per school day and no more than 10 sessions per week. Sessions are limited to 40 minutes or less.

A comprehensive school counseling program involves planned guidance activities for all students. These age-related exercises foster students' academic, personal, social, and career development skills. Counselors and teachers implement such activities through a collaborative effort.

The classroom guidance curriculum focuses on topics such as:

- a. Self-understanding;
- b. Effective interpersonal and communication skills;
- c. Problem-solving, decision making, and conflict resolution skills;
- d. Effective study skills and positive attitudes toward school;
- e. Career awareness and the world of work;
- f. Substance abuse, suicide, and bullying prevention;
- g. Comprehension and acceptance of differences in people (i.e. racial, gender-based, cultural, religious, physical); and
- h. Divorce, grief and loss

School counselors take the lead in the development and organization of the guidance activities; however, this requires the support and assistance of teachers, parents, and administrators. Counselors can train teachers to conduct many activities during their classes. Other team members or community members may deliver other guidance procedures most effectively. Regardless of who conducts the exercises, the whole team must be aware of their goals so that they can be reinforced.

-Direct and Indirect Counseling

Act 190, The School Counseling Improvement Act, states that a school counselor shall spend at least ninety percent (90%) of his/her time each month, on student contract days, providing direct and indirect counseling services to students. McCrory school counselors engage students in a variety of direct and indirect student services.

Individual and small group counseling are based on student needs. Parents, teachers and staff may also refer a student for counseling services. Additionally, support is provided for students with immediate concerns. Indirect services are provided on behalf of a student. This may include consultation, referrals, or through participation as a contributing member of a decision-making team.

At McCrory Elementary School, the counselor provides the following direct and indirect services:

Direct Services	Indirect Services
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<ul style="list-style-type: none"> • Individual Counseling • Classroom Presentations • Small Group Counseling • Academic and Career Planning • Meeting with Parents • Meeting with Teachers • Mandated Reporter Phone Calls • Academic Counseling • Social/Emotional Support 	<ul style="list-style-type: none"> • 504 Designee • Homeless Liaison Parent and Family Engagement Committee
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At McCrory High School, the counselor provides the following direct and indirect services:

Direct Services	Indirect Services
<ul style="list-style-type: none"> • Individual Counseling • Classroom Presentations • Small Group Counseling • Academic and Career Planning • Meeting with Parents • Meeting with Teachers • Mandated Reporter Phone Calls • Scholarship and Aid Guidance • Social/Emotional Support 	<ul style="list-style-type: none"> • Concurrent Credit Enrollment • Scholarship Advertisement • Schedule Changes • Entering Grades • Boys/Girls State Applications • Sending College Records • NCAA/NAIA Standards/Records Review • Member of building leadership team • Building 504 Coordinator • Homeless Liaison

-Suicide Prevention

Act 190 states that comprehensive school counseling programs have strategies and protocols to identify and help students at risk for suicide as well as protocols for responding to death by suicide. All certified staff periodically receive suicide awareness training, which includes identifying risk factors, appropriate response to students, and a referral to the school counselor or other mental health professional.

Suicide prevention awareness is provided to the students. Students referred due to threat of suicide are seen by the counselor and/or principal. Appropriate parental contact is made, and referrals to other personnel are made as needed.

In grades K-6, prevention is embedded in classroom guidance lessons regarding stress management, emotion management, conflict resolution, being an upstander, cyberbullying, reporting bullying and self-harm, and communication skills. The counselor teaches a classroom guidance unit on suicide prevention to 2-6 grades.

In grade 7-12, students are taught about symptoms of anxiety and depression, risk factors for suicide, warning signs of suicide, how to seek help for themselves or others, and available resources in health class or the counselor's office.

-Bullying Prevention

Act 190 states that comprehensive school counseling programs provide strategies, protocols and staff training on recognizing bullying behaviors, responding to bullying, assisting students who are targets of bullying, and empowering students to become allies for targeted students. McCrory School District has a policy addressing bully prevention in the student handbook. Additionally, all certified staff periodically receive training on bully prevention.

All students in grades K-6 participate in classroom guidance lessons which address bully prevention. Various resources are utilized to embed the following in classroom guidance lessons: stress management, emotion management, conflict resolution, being an upstander, cyberbullying, reporting bullying and self-harm, and communication skills.

All students in grades 7 through 12 are made aware of district anti-bullying policies in the student handbook. Students are informed of how to anonymously report instances of school bullying on the district website and are reminded that the school counselor and principal are in-person resources.

-Orientation Programs for New and Transitioning Students

New Students

Before the start of each school year, each building hosts an open house. Students and their families are invited to our facilities to pick up schedules and class assignments, meet teachers and school staff, and receive information to set up school accounts.

McCrory Schools receive many new students throughout the year. These students are welcomed and supported in various ways throughout our district.

Elementary Students

- The new student and his/her parents are introduced to the elementary principal and school counselor.
- The elementary secretary reviews all enrollment paperwork and sends a Release of Records form to the child's previous school.
- The elementary counselor gives the new student a tour of the school building.

- The elementary counselor takes the student to his/her classroom and introduces him/her to the teacher and classmates.
- Student checks throughout the day and make phone calls to the parents to let them know how their child is doing.
- The new student is paired with a student ambassador who escorts them throughout the building for their first day on campus. They are introduced to teachers and staff, become familiar with classrooms and campus layout, and become acquainted with our student population.
- The school counselor develops a student schedule, integrating any individual need, and sends any accompanying 504 records to the district 504 coordinator.

High School Students

- The new student and his/her parent(s) are introduced to the school principal and school counselor.
- The school counselor reviews enrollment paperwork and transcripts, and begins the process of records requests. This information is used to identify academic needs.
- The counselor meets with the student individually to gain some introductory information and student schedule preferences.
- The new student is provided with a tour of the school building.
- The new student is paired with a student ambassador who escorts them throughout the building for their first day on campus. They are introduced to teachers and staff, become familiar with classrooms and campus layout, and become acquainted with our student population.
- The school counselor develops a student schedule, integrating any individual need, and sends any accompanying 504 records to the district 504 coordinator.

Transitioning Students

McCrory Schools has an established process for transitioning students between each building level.

Kindergarten students:

- The elementary school holds a Kindergarten Round-Up each year in May.
- The parents fill out the enrollment forms, while the student meets all of the Kindergarten teachers.
- In May-June, each student will come to the elementary school at the appointment time that was set during Round-Up, for testing.

Transitioning to High School:

- Enjoy a tour of the high school, along with visits to classrooms and presentations

by high school teachers.

- The high school counselor provides information regarding classes, pre-requisites, and elective offerings.
- High school counselor meets with students to help with schedules for high school.
- Coaches speak to students about athletics and answer questions regarding options and opportunities.
- Senior role models address student questions and concerns about coming to high school.
- 8th graders develop their Student Success Plans. These plans provide a guide through high school with college and/or career goals in mind.
- Students are guided through choosing their courses for future grades.
- An Open House is provided to all students at the high school.

-Follow-Up with Graduation and Students at Risk of Dropping Out

Phone calls and emails are used to follow up with students who have graduated. Our rural community is very close. The high school counselor often has communication with students after graduation.

At-risk students are those enrolled in McCrory High School, whose progress toward graduation, school achievement, preparation for employment, and a variety of health, social, educational, family and economic factors jeopardize futures as productive workers and citizens. These are students with special needs who are underserved, categorized, ignored, unchallenged, and for whom expectations are generally low.

A bold effort is made to identify these at-risk students and to work with these students and their families to ensure success at McCrory High School. Referrals are made by teachers to the counselor and/or principal as needed to get extra help and attention for these students. The counselor, administrators and/or teachers make every possible effort to work with these identified students and their parents to help identify specific problems and find resources to aid in the problem area(s).

McCrory School District has an Alternative Education Program located on each campus and coordinated by Lesley Norton and Stephanie Tyer. Students are referred when needing credit recovery and other needs such as, but not limited to behavior management. Referral process for Elementary students.

-Academic Advisement and Individual Planning

According to Act 190, a comprehensive school counseling program includes the following without limitation:

- Support students in the development of their academic, career, and essential skills planning;

- Provide opportunities for students to access accelerated learning opportunities such as internships, advanced coursework, and career certifications.
- Guide students along pathways to graduation.
- Guide students in goal setting experiences aligned with their future aspirations
- Provide reviews of students' academic achievement, interests, or other survey assessment areas to help guide and support the development of their future goals.
- Support students to develop an understanding of the relationship between classroom performance and success in school and beyond.

Academic advisement and individual planning services are delivered in several ways: instruction, appraisal, advisement, and counseling. Such services are developmentally appropriate for students.

Instruction

Students are taught how to use the Home Access Center (HAC) to monitor their academic progress through classwork and test scores. Students also participate in lessons on goal-setting, time-management, conflict resolution, self-motivation, and other topics that impact academic success. Elementary students receive virtual and in person counseling in academic, social emotional and career development. The high school counselor provides classroom presentations for all students in grades 9 through 12 to include graduation requirements, diploma types, options and differences for required courses.

Appraisal

Students in grades K-12 access HAC weekly during Advisory. This allows them to check their grades, identify missing work, and determine a plan for success.

Advisement

The Elementary counselor assists the GT committee in identification of GT students beginning with grade 4.

The High School counselor and the Career Development teacher engage students in discussion on Career Action Planning and Student Success Plans using Kuder. They also assist students in course selection aligning high school courses to career goals. Using a variety of data points, the school counselor assists with student recommendations for advanced placement and concurrent/college classes. Using a variety of data points, the school counselor also assists with student recommendations for referrals for special education testing or the development of a Section 504 plan.

Counseling

Counseling assistance and support are provided to students in individual or small group settings during times of transition, heightened stress, critical change, or other situations impeding student success. Support and assistance is provided virtually for students enrolled in online learning.

Individual Age-Appropriate Career Education Guidance and Vocational Decision Making

- The elementary counselor introduces students to a variety of jobs and careers, helping them to explore potential future careers.
- The elementary counselor organizes a career forum that is held annually for grades 4-6.
- The elementary counselor organizes a career convoy bi-yearly.
- The elementary counselor provides career and personality surveys to grades 4-6
- The high school counselor utilizes classroom guidance lessons to guide students through interest inventories. The results help students connect interests with careers.
- All 7th graders are enrolled in a Career Development course that helps students utilize interests and abilities in various career fields. Students are exposed to a variety of career clusters.
- Various community members are invited to share about their careers, discussing their job and the training needed for the vocation.
- Students identify the knowledge and skills necessary to achieve their career goals.
- 8th graders are all provided with the Arkansas Next Magazine: A Guide to Life After High School.
- In high school Career and Technical Education classes, students are provided an opportunity to receive certifications to prepare them for future career goals.
- The high school counselor conducts classroom presentations with all students in grades 9 through 12 to discuss the differences among and importance of standardized and criterion-referenced testing as implemented to determine career interest, college readiness, and entrance options into various postsecondary programs. Students learn about the ASVAB, PSAT, SAT, ACT, ACT Aspire, and Accuplacer exams.

-Student Success Plan

All students will begin the creation of their student success plan (SSP) in grade 8 using

Kuder and continue refining it until they graduate high school. Eighth grade students' first exposure to SSPs and Kuder will be researching careers as part of the required Career Development course. SSPs will be periodically added to during their 8th grade year during their Career Development class. By the end of their 8th grade year students will map out their high school course plan. During their high school career they will continue to tweak the courses in their SSP as well as explore college and career options. Students will also use their SSP to document their high school accomplishments, build their resume, and prepare to begin their post K-12 lives.

-School Profile

Profile Year: 2023-2024

District Name: McCrory School District

School Phone Number: 870-731-2535

School Website: www.mccroryschools.org

Superintendent: Mr. Scott Waymire

McCrory is a low-socioeconomic rural community located in the delta. The population is approximately 2,973. Many of the citizens of McCrory drive to other towns for employment. Area students who continue their education attend community colleges in surrounding communities or Arkansas State University in Jonesboro.

	Elementary	High
Principal	Patty Hernandez	Glen Campbell
Counselor	Ava Simmons	Lesley Norton
Grade Range	Pre-K - 6th	7-12
Student Count	305	238
Free/Reduced Lunch	62%	63%
Grading Scale	State Scale (traditional letter grade)	State Scale (traditional letter grade)
Programs	-Gifted and Talented	-Gifted and Talented -Pre-Advancement Placement -Advanced Placement -Concurrent Credit -EAST

Accountability

-Assessing the School Counseling Program

Data Sharing Plan

The District Counseling Plan will be posted to the district website for all stakeholders to view. During the August back to school inservice administrators, faculty, and staff will be made aware of the plan. The presentation focus will be on the attendance goals of the counseling program.

Reflection

The counseling committee met often during the 2022-23 school year to monitor and evaluate the plan, making adjustments as needed. During the spring of 2023 we met again to formally evaluate the entire plan focusing on the goal set for 2022-23.

For the 2022-2023 school year, our committee decided to continue with our goal of increasing/maintaining our attendance rate to 95% from previous years. According to our reports, our attendance rate, in fact, did increase almost to 95% but the committee feels that attendance is a major issue for our school district. Students consistently attending school in McCrory continues to be an issue discussed in many conversations with parents, faculty, staff and administration. The school board and administration has decided to modify our attendance policy and our committee would like to see if the changes will lead to an improvement in attendance.

Administrative Activities

Act 190, The School Counseling Improvement Act, states that school counselors shall devote no more than ten percent (10%) of his/her time each month, on student contract days, engaging in administrative activities.

At McCrory Elementary School, the counselor assists with the following administrative activities:

Administrative
<ul style="list-style-type: none">• Parental Involvement• 504 Coordinator• McKinney-Vento Liaison• Building Testing Coordinator• Transfer of Student Records

- Member of building leadership team
- GT Identification Committee
- Food Backpack Distribution

At McCrory High School, the counselor assists with the following administrative activities:

Administrative
<ul style="list-style-type: none"> • Parental Involvement • 504 Coordinator • Assist in developing the master schedule • Concurrent Credit Enrollment • Scholarship Advertisement • Student Schedule Changes • New Student Transcript Creation • NCAA/NAIA Standards/Records • AP Monies Reconciliation • Boys and Girls State Applications • Member of building leadership team • Homeless Liaison