

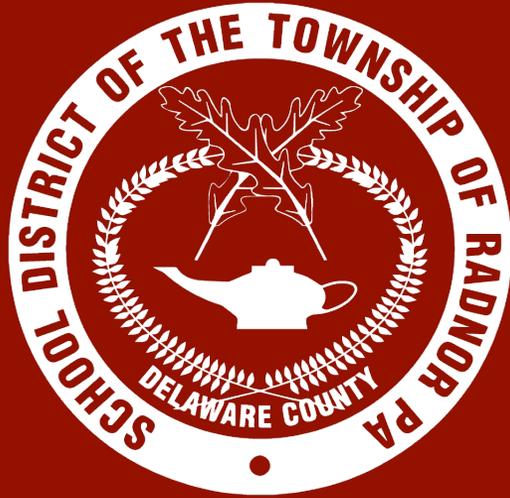


College and Career Study

Board Curriculum Committee

Presented by: William Yarnell, Nicole Ottaviano, and Dan Bechtold

June 7, 2022



Meeting Agenda

- Study Goals
- Committee Members
- Action Steps
- Study Timeline
- Stakeholder Feedback
- Findings and Recommendations
- Organizational Structure
- Implementation Plan
- Questions



Committee Members

William Yarnell	College and Career Readiness Study Consultant	Tom Ryan	RHS Coach and Teacher
Dan Bechtold	Committee Co-Chair, Director of Secondary Teaching and Learning	Kathy Pearsall	RHS English Teacher
Nicole Ottaviano	Committee Co-Chair, K-12 School Counseling Coordinator	Jamie Forman	RHS Parent
Liz Duffy	RTSD School Board Member and Parent	John Begier	RHS Parent
Nancy Monahan	RTSD School Board Member and Parent	Barbara Civitella	RHS Alumna and Division 1 Athlete
Ryan Buterbaugh	RHS Assistant Principal of Academic Affairs	Anna Duffy	RHS Alumna
JJ Lemon	RHS School Counseling Department Chair	Juan-Pablo Moreland	RHS Alumnus
Jeannie Semar	RHS School Counselor	Nicole Aboagye	RHS ABC Alumna
Clyde Diehl	RMS School Counselor	Avery Barber	RHS Class of 2022 and Future Division 1 Athlete
Maureen Ertle	RHS Special Education Teacher and K-12 Transition Coordinator	Sebastian Kaper-Barcelata	RHS Class of 2022



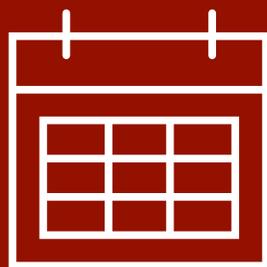
Study Goals

1. To determine the appropriate staffing necessary to meet RTSD students' needs for college and career planning.
2. To identify potential improvements to RTSD school counseling structure, processes, and supports related to college and career planning.
3. To identify professional development and training needs for RTSD staff.



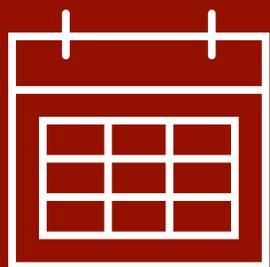
Action Steps

1. Assess current programming for strengths and areas of improvement.
2. Gather feedback from students and parents.
3. Examine best practices and future trends.
4. Gather information from college admissions departments.
5. Investigate exemplar public and private high school counseling departments.
6. Determine professional development needs.
7. Examine related student support services.



Study Timeline

- January 13, 2022** — Initial meeting with RTSD and project consultant William Yarnell to review scope, sequence and purpose of the Career and College Readiness Study
- January 27, 2022** — Meeting with RTSD and Mr. Yarnell to review project proposal, share former studies, schedule meetings for RTSD staff and Mr. Yarnell that will occur February through May 2022
- February 10, 2022** — Data collection meeting with Mr. Yarnell; Mr. Yarnell to meet with RHSC; focus groups to be configured; pre-meeting with Board members
- February 17, 2022** — Data collection meeting with Mr. Yarnell; Meeting with RHS counselors; first meeting of College and Career Readiness Study Committee
- February 24, 2022** — Data collection meeting with Mr. Yarnell; Mr. Yarnell met with mental health specialists; second meeting of College and Career Readiness Study Committee
- March 3, 2022** — Data collection meeting with Mr. Yarnell; Mr. Yarnell met with RHS counselors
- March 10, 2022** — Focus group meetings with RHS seniors
- March 24, 2022** — Two meetings: Mr. Yarnell met with Transition Coordinator specifically for RHS special education students; third meeting of the College and Career Readiness Study Committee



Study Timeline

March 31, 2022

Two meetings: Mr. Yarnell met with Radnor Committee for Special Education; fourth meeting of the College and Career Readiness Study Committee that included expert panel presentation

April 7, 2022

Data collection meeting with Mr. Yarnell; Meeting with RHS counselors to discuss feedback from expert panel presentation

April 21, 2022

Data collection meeting with Mr. Yarnell; Mr. Yarnell met with RTSD staff to review counseling structure and potential timeline of additional personnel and implementation of a new system

April 28, 2022

Data collection meeting with Mr. Yarnell; Draft of study report shared with counselors and collection of more feedback from RHSC

May 5, 2022

Meeting among College and Career Readiness Study co-chairs and Mr. Yarnell to review draft of study report and make adjustments

May 13, 2022

Final review of draft of study report by study co-chairs and Mr. Yarnell

May 19, 2022

Final meeting of Career and College Readiness Committee at which committee reviewed final draft of the study report



Stakeholder Feedback: Parents



Evening and daytime parent feedback sessions were scheduled to gather input from parents and guardians.

- Parents provided a significant amount of information regarding the college and career process at Radnor High School. The themes that emerged were:
 - Timeline adjustment
 - Personalized Attention
 - Expertise of Topic
 - Continuity of Information
 - Use of Parent and Alumni Groups



Stakeholder Feedback: Students



Multiple meetings with seniors and underclassmen were held to identify student experiences with college and career planning.

- Themes that emerged in the student focus groups were related to:
 - Timeline adjustment
 - Knowledge of Subject
 - Dedicated Class
 - Financial Aid
 - Availability of Counselors
 - Transition to High School/College
 - Missing Out



Stakeholder Feedback: Counseling Staff



Feedback was solicited from school counselors and clerical staff in the counseling office to gather their perspective on the RHS college and career program.

- Information from the counseling staff centered around:
 - Crisis Management
 - Varied Interest
 - Roster Size
 - Responsibilities
 - Burnout



Stakeholder Feedback: Expert Panel



A panel of experts was brought in to discuss best practices and provide feedback to the College and Career Study Committee.

- The experts in the field focused on the following items during the panel discussion:
 - Department Model
 - College and Career Class
 - Credentials
 - Programming



Recommendations

- Standardized Testing
 - Incorporate more ACT content into the school's college and career curriculum
 - Offer an SAT/ACT Practice Test to sophomores and juniors
 - Increase student-counselor meetings related to decision making on test optional and AP course selection/testing/score reporting
- Naviance
 - Use for tracking college and career meetings with students
 - Tap into college list building functions



Recommendations

- College Board
 - Engage students in using Khan Academy's test prep program after PSAT scores are received
- eSchool
 - Use to track student meetings with counselors, social workers, and school psychologists
- Schoology
 - Build college and career and social-emotional curriculum for students



Recommendations

- Internal and External College Visit Process
 - Counselors should attend visits by college admissions representatives with students to network with colleges and universities
 - Increase frequency of RHS counselor visits to colleges
- Dedicated Course
 - RTSD should explore adding a dedicated course to the Program of Studies to cover college and career planning



Recommendations

- Athletic Recruitment and NCAA Guidelines
 - Foster counselor professional development in this area
 - Increase coordination between counselors and coaches
- Scholarship Nomination and Advising
 - Increase information provided about the CSS Profile
 - Assist students with college list building based with scholarships in mind
 - Identify and advise students for named scholarships



Recommendations

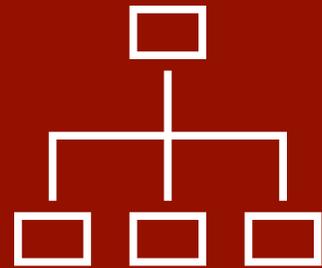
- Staff Professional Development and Networking
 - Promote counselor membership in PACAC and NACAC, and ASCA and PSCA, based on roles and responsibilities
 - Encourage conference attendance and other professional networking opportunities



Recommendations

- Career Options Outside of College
 - Expand relationships with vocational schools, branches of the military, trade unions, and community colleges
 - Create a virtual curriculum for students choosing options other than college
 - Modification of departmental structure to provide more individual support for students with special circumstances (Ex: IEP, 504, GIEP, ELL, 1st generation college, etc.)

- RTSD current employs the classic school counseling model. In this model students are assigned alphabetically by grade level and counselors are responsible for all aspects of school counseling.



Current Organizational Structure

The 2021-2022 counseling assignments are as follows:

Class of 2025 Grade 09

A – Doe	J. Semar
Doh – J	S. Calaman
K - Mc	A. Wess
Me - R	J. Lemon
S - Z	S. Pace

Class of 2024 Grade 10

A - D	J. Semar
E – Hop	S. Calaman
Hor - Ma	A. Wess
Mc - Sal	J. Lemon
Sam – Z	S. Pace

Class of 2023 Grade 11

A – Da	J. Semar
De – Ho	S. Calaman
Hr - L	A. Wess
M - R	J. Lemon
S - Z	S. Pace

Class of 2022 Grade 12

A- D	J. Semar
E - Ja	S. Calaman
Je - Ma	A. Wess
Mc - R	J. Lemon
S - Z	S. Pace

- The proposed recommendation is to amend our current organizational model and divide the department into specialized roles: a 9th grade counselor, school counselors, and college and career counselors.

9th graders A-Z
1 School Counselor

All 10th, 11th and 12th graders will have a team of 2 counselors. A student will have the same counseling team for grades 10-12.

Alphabetical breakdown

School Counselor

A-H

College and Career Counselor

School Counselor

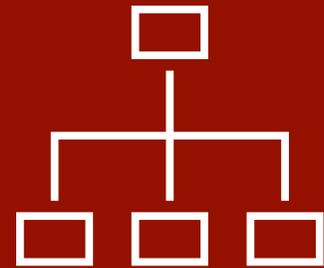
I-Q

College and Career Counselor

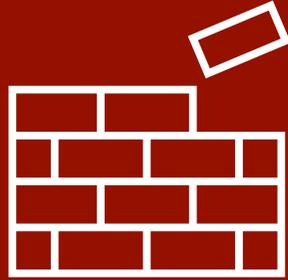
School Counselor

R-Z

College and Career Counselor



Proposed Organizational Structure



9th Grade Transition Counselor

- The 9th grade counselor will ensure a smooth transition from 8th to 9th grade and help students build a strong foundation at RHS.
- The responsibilities of the 9th grade counselor include:
 - Middle School course selection and transition meetings
 - Freshman Fundamentals
 - Freshman Mentor Program
 - Small Group Introductions
 - 9th grade in-class programming



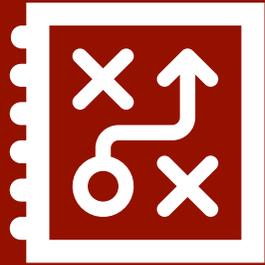
College and Career Counselors

- The college and career counselors are specialists who focus on furthering communication, planning and support for students and families related to post-secondary college and career goals.
- The responsibilities of the college and career counselors include, but are not limited to:
 - Financial Aid Support
 - Scholarship Advising
 - NCAA Eligibility
 - Junior/Senior Meetings
 - College and Career Parent Programs
 - Naviance Support
 - College and Career Class/Curriculum
 - Recommendation Letters
 - College Visits
 - College Fair Planning
 - Senior Exit Surveys
 - Learning Support Career Planning
 - Vocational Liasion
 - NACAC/PACAC



School Counselors

- The school counselors support student social-emotional well being and provide guidance and assistance for students' day-to-day needs.
- The responsibilities of school counselors include, but are not limited to:
 - Consult with Outside Mental Health Supports
 - Mental Health Curriculum
 - Failure Letters and Meetings
 - IEP, GIEP, and 504 Meetings
 - SAP Team
 - MTSS Supports
 - Schedule Changes
 - New Student Registration
 - Non-College/Career Parent Programming
 - Crisis and Risk Assessments
 - Work Plans
 - Safety Plans
 - Re-Entry Meetings
 - Mental Health and Social Groups
 - Open House
 - SAIPs
 - ASCA/PSCA



Implementation Plan

- Hire a seasoned College and Career Counselor to lead the program development
- Determine reassignment of existing staff based on expertise and interest
- Post and hire the other counseling position needed
- Post and fill supplementals for School Counseling and College and Career Co-Chairs
- Divide and assign tasks as outlined in the recommendations
- Create a timeline with benchmarks for assigned tasks, including a communication plan for students and families
- Create a plan to evaluate the success of the change
- Transition to new organizational structure for the 2023-2024 school year



QUESTIONS?