

Monthly Committee of the Whole Board Meeting

Duluth Public Schools, ISD 709

Agenda

Tuesday, February 7, 2023

UnitedHealth Group Building

4316 Rice Lake Road

Suite 108

Duluth, MN 55811

4:30 PM

1. **CALL TO ORDER**

2. **ROLL CALL**

3. **AGENDA ITEMS**

A. Action Items - Consent Agenda

1) Presentation Items Requiring Approval - None

2) Resolutions - None

3) Other Action Items - None

B. Informational Items

1) Presentations

a. Duluth Public Schools Counselors

Sarah Seglem and other Duluth Public School Counselors

2

C. Solar Panel Discussion

Simone Zunich, Executive Director of Finance and Business Services and Dave Spooner, Facilities Manager

D. COW Meeting Planning Discussion

Anthony Bonds, Assistant Superintendent

E. Other - None

4. **ADJOURN**

The School Counselor's Role in Multi-Tiered Systems of Support

School counselors directly intervene and indirectly support students across all MTSS tiers. They align comprehensive counseling programs within MTSS and are leaders of MTSS teams

Tier 1



Lead counseling programs & teach classroom lessons to promote positive school culture & reinforce school expectations



Examine data; conduct school-wide interventions & initiatives (SEL, universal screening)



Coordinate culturally responsive parent engagement and staff development

School counselors have expertise in academic, career & social/emotional domains, leading prevention and intervention efforts for ALL students in Tier 1

Tier 2



Examine MTSS data; conduct individual & small group academic, career, social/emotional interventions



Consult with teachers, parents, administrators



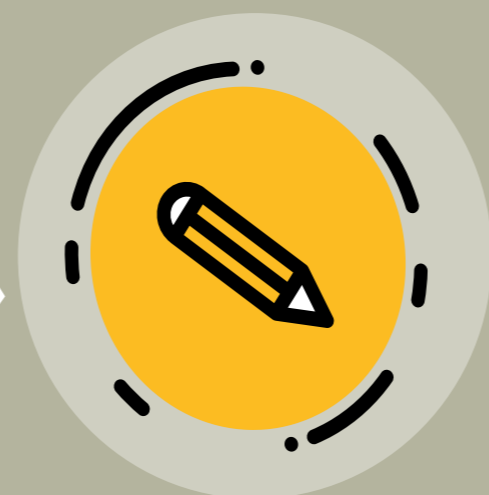
Assist in creating and implementing behavior plans (e.g., Check in/Check out)

School counselors collect data, advocate and collaborate, playing critical roles as interveners and supporters for SOME students in Tier 2

Tier 3



Provide short-term individual crisis support; consult with teachers



Serve as critical member of student services and problem solving teams



Assist in referral process to outside agencies

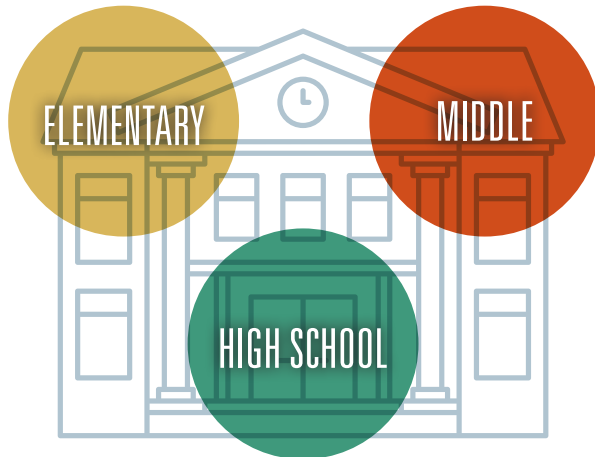
School counselors are collaborative members of problem solving teams, acting in the role of supporters for FEW students in Tier 3



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.

EMPLOYED AT ALL LEVELS



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



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**



AMERICAN SCHOOL COUNSELOR ASSOCIATION

For more information, resources please visit www.schoolcounselor.org



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

IDEAL CASELOAD

250 students per school counselor





East High School Counselor Roles and Data

East High School Data 2022-23

Current Caseload Numbers 2022-2023:

1,637 Students

4.8 Counselors approx. 341 students per 1 Counselor

1.8 are ESSER funded

Minutes per Student/ Counselor by year: 51 minutes

ASCA recommends 250:1- See national data [here!](#)

East 2019-2020 pre-ESSR Funds

1513 Students

3 Counselors approx. 504 Students per 1 Counselor

Minutes per Student/Counselor by year: 23 minutes

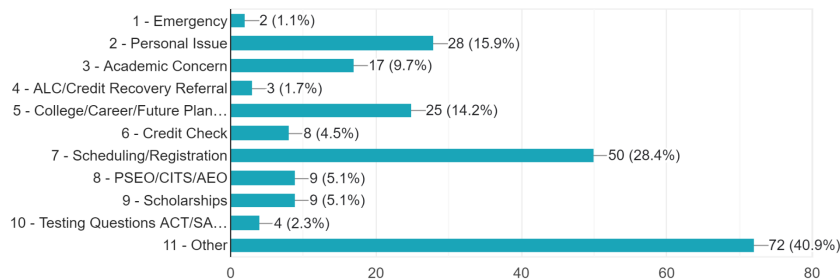
Average number of crisis or immediate walk-ins per week (nonscheduled appts)

35 walk-ins needing to be seen immediately per week in Counseling office

Scheduled Counselor Appointment Stats from 11/15/22-1/18/23

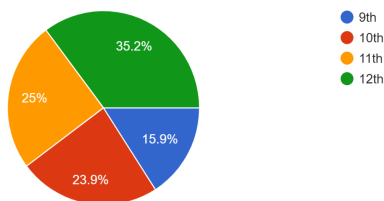
What is the reason for your appointment today? (check all that apply)

176 responses



What grade are you in?

176 responses





Snapshot of High School Counselor Roles and Duties

Personal/ Social

- Group counseling
- Friendship mediation
- Mental Health Counseling and referrals to outside agencies
- Substance abuse referrals
- Walk-in counseling and students with accommodations breaks
- Crisis and emergency intervention and follow-up
- Individual, personal and mental health meetings
- Teacher referrals for mental health concerns
- Group work- examples are Eating disorders and Anxiety

Academic

- Academic interventions and support for individual students
- Connect students and families with tutors
- Summer school and credit recovery enrollment
- Coordinate schoolwide course registration
- Enrollments of new students (approximately 80 per year)
- Continuous work with parents and seniors and students at risk of not graduating- follow-up with teachers, credit recovery enrollment and status, academic interventions and continuous meetings and communication
- Liaison and support for Check and Connect Mentors for escalated academic, personal or career planning needs
- Study tips and academic presentations
- Balance classes and schedule change requests at each semester
- AEO and online enrollment processes and all schedule change requests

College and Career

- Assist and advise on college and scholarship options and applications
- Send and write letters of recommendation and supplemental required college materials
- Coordinate and advertise college and career planning events and fairs
- PSEO advising and applications submission
- Post graduation planning
- Coordinate evening parent programming and workshops
- Liaison and support of Career Center and events
- Enroll and verify all college credits through the CITS program. There are 1,634 enrollments through four colleges during the 23-24 school year.

All Domains (Personal/Social, Academic and College and Career)

- Parent and guardian follow-up meetings, phone calls and emails
- Liaison between teachers and students/ families
- Individual meetings related to personal/ social, academic and college and career
- Grade level curriculum and meetings
- Classroom presentations
- Serves on various committees and meetings for the school, district, and statewide
- Testing administration and advising (ACT, PSAT, AP Exams, ASVAB and more)
- Collaboration with administration regarding student behaviors



East High School Counselor Testimonials

Student Voices and Testimonials

- View the video [here](#) or <https://tinyurl.com/EHSSStudentVideo!> →



Parent Testimonials

- *“I want to tell you that my husband and I are so very grateful to you for your tremendous support to our family. We have been blessed to have you be the counselor for our three children. You were so supportive all last school year when we lost a dear friend of the family. Your support was invaluable during our grief. Anytime I have a question or concern regarding my children’s education, I don’t hesitate to reach out to you because you are approachable and respond promptly. This gives my children, my husband and I great peace of mind and support that is so very appreciated. Thank you for your outstanding work ethic and compassion, and for being a blessing to my family and !” Parent- Patricia Wiberg*
- *“You’re one of the very BEST school administrators/counselors I have had the privilege of working with! You rock girl.” Parent-Jake Alvar*
- *“We first met the counselor when we sought her advice for our son’s 4 year plan as an incoming freshman. Since then, she’s helped us find solutions for various, sometimes challenging, academic issues. She’s been an invaluable resource as she’s guided us through the entire college planning process. She also welcomed our daughter to the High School and helped make her feel comfortable as an incoming freshman. She counseled and helped us find the right support for her anxiety issues with academics. She’s been with us as we’ve problem-solved AND celebrated throughout the 4 years my kids have been at East. She’s been an integral part of our experience at East*

My point isn’t to simply describe the many ways in which the counselor does her job, even though that alone deserves recognition! But rather, to point out that she does it all in an Extraordinary way! She approaches her job with Superhero Energy, Expertise, and Enthusiasm. I have met few people, anywhere in my life, that have constantly gone above and beyond what is asked or expected. She is tireless, she is a wealth of information, and she is an invaluable asset to your staff and student body. She’s been like our own personal magic genie, sometimes even a lifeline. And I know that she gives her “all” to every single one of her students and families. There has been no issue, big or small, that she can’t address or find a solution for. She is a fundamental reason our collective High School experience has been so incredibly possessive and outstanding. That is not an overstatement. She is a standout person and she absolutely helped define and shape our High School experience.

As we near our son’s final few months of being at East, and as we continue to navigate our daughter’s upcoming junior and senior years, I felt I needed to let you know what a fantastically special person you have and what a tremendous job she is doing, day in and day out. I know everyone is working hard, especially this year, and you have many great staff. But I’d like to bring your attention to someone who is truly remarkable at her job. This counselor is one of a kind and a quintessential hero in her corner. I think it’s important for you to know what a wonderful person you have, working so hard on your behalf- tirelessly, expertly, compassionately. We are all so incredibly grateful to have had this counselor as our champion and guide, and we hope you appreciate her as much as we do.” Parent Jennifer Burns



Family Testimonials

- *“As a former High School Counselor, a parent of two high school students and someone who has worked closely with the East Counselors as a Career Center Coordinator and volunteer, I would like to advocate for their staffing to remain the same or increased to best serve our students. I have seen first hand that they work tirelessly in the interest of students' academic, social and emotional well-being. This past year, they have been formative as the trusted point people to help my daughter in a crisis one moment, while lifting her up to their greatest potential through leadership roles, SOS (Sources of Strength), scholarships, class management and college exploration the next. They wear a multitude of hats and have a breadth of knowledge for students on their unique path - not to mention for parents, staff and community connections.*

The ASCA (American School Counselor Association) recommends a 250:1 ratio of students to school counselors. The national average for grades 9-12 ranges from 204:1 to 243.1 <https://www.schoolcounselor.org/About-School-Counseling/School-Counselor-Roles-Ratios> Currently, even with the temporary extra 1.8 FTE, East High School is 340:1. When caseloads are low, counselors have more time to get to know their students/families and facilitate their growing needs, including the mounting duties and paperwork to see this through. Dually, we have a better chance of retaining our wonderful counselors due to a more positive and supported work environment; this reduces the time it takes for system training and meeting their students, again. Counselor caseloads matter. Our counselors matter. Our students matter. Thank you for making this a matter of priority within the Duluth Public Schools for our community - now and in the future. Kind regards, Anya Powell & Norah (12th grade)”

- *“Your role in our experience at East High School has been one of necessity for the success and wellness of our son through his high school years. Especially through the years of the pandemic, but even more important, the months and years following as students put their lives back together. The emotional effects of Covid will be showing up in our community and schools for years to come. Which is why your presence in our schools is more important than ever.*

He has known you to be his ally since day one as he navigates the complexities of high school. From schedule changes, emotional support and college application questions and everything in between.

We believe that even the most dedicated counselors would be stretched too thin if there was a greater student to counselor ratio than there is now.

We feel that your role as his high school counselor has been an essential part of his high school career and helped prepare him for college. “

With gratitude,

Mary (parent) and Eli Schlotec (Grade 12)

Faculty Testimonials

- *“Having this many counselors in one building has been a noticeable game changer. Students have the opportunity to make appointments and have one on one sessions at their earliest convenience. I have contacted a counselor during the day and they have made room in their schedule immediately. The freshman group having one single counselor has been positively impactful. Having more people share the work only makes sense.” -Maggie Muller*