

# MASCA Counselor's Notebook

MASSACHUSETTS SCHOOL COUNSELORS ASSOCIATION

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FEBRUARY 2023

## We Made It!

*By Jennifer McGuire, Board Chair 2022 -2023*

Well, friends, February is here. We've made it. So sit back, put your feet up, raise a glass -- this is our month!

You might be wondering why February is such a big deal. If that's the case, perhaps you haven't been reading enough of your emails.

Every year, the first full week of February is celebrated as National School Counseling Week. And, yes, during National School Counseling Week, we are all permitted to pat ourselves in the back for the wonderful work that we do in shaping the lives of young people. But is that really what NSCW is all about? I don't think many, if any, of us went into counseling as a profession because we needed an ego boost. We do this work, because we value it, because we know the impact we're having on future generations, because we believe the work we do is important. If that's the case, then why does everyone -- OK maybe not everyone, but certainly MASCA and ASCA - - make such a big deal about this one week out of the year?



National School Counseling Week isn't just about taking a moment to recognize ourselves. Sponsored by ASCA, NSCW highlights the impact school counselors can have in helping students be successful in school and plan for the next steps toward a career. It's actually about highlighting ourselves in order to educate others about the important work that we do and why school counselors are leaders of systemic change in school buildings, in districts, and across the nation. When I reflect on the more than 20 years I've spent as a professional school counselor, I am proud of the progress that has been made with regard to the value of school counselors. Despite that, I continue to be confronted with situations where people -- including educators, such as administrators and teachers and sometimes even school counselors themselves -- still see counselors as "guidance" counselors of the past. There are many schools where school counselors spend more time changing schedules, proctoring tests, filling in for teachers who are out sick, than actually delivering a comprehensive school counseling program.

This is the week where we need to highlight the work that we do to help educate others about school counseling. No, let me revise that. This is the week we are reminded that we need to highlight the work that we do to help educate others about school counseling ALL YEAR LONG. One week does not suffice.

It is our job to showcase how a comprehensive school counseling program has a positive impact on the education of young people, and to do this we must point to the data -- graduation rates, attendance, post secondary success. Yes, I know, data is that four letter word that some of us fear. But it is a valuable tool for showing stakeholders why school counselors are important, why manageable caseloads matter, why school counselors need to be utilized for the job they were trained to do.

I hope you will take the opportunity during National School Counseling Week and beyond to highlight the work you are doing. For some school counselors, you may be in a situation where you know you or your department as a whole is not being utilized in a manner consistent with the work of school counselors. I know this can be frustrating. Take the opportunity to help educate your building or district leadership about how school counselors are making an impact in other places. MASCA has a full spread of events and celebrations during the week of February 6-10 to help us celebrate NSCW. Additionally, take advantage of ASCA's toolkit and other resources to highlight the importance of the work of school counselors in your building or district.

And then, then sit down, put your feet up and make a toast to yourself!

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# The Most Wonderful Time of the (School Counseling) Year!

By Bob Bardwell, MASCA Executive Director

I think that most of you know by now that I love MASCA and love being your Executive Director. And while I love the spring conference, our annual Board Leadership Development Institute (LDI), and our numerous programs and initiatives (Book Club, Mentoring, Program Evaluation, and SIGs, just to name a few) my absolute favorite time of the year is in late January and February as we honor our colleagues with our annual recognition awards gala as well as celebrate National School Counseling Week. While I might be the person running the show behind the scenes, you are out on the front lines doing the difficult work, day in and day out. You are my heroes.

Recently, I had the absolute honor to represent MASCA (along with Manjula Karamcheti, IDEA Tri-Chair) at the Boston Latin School on January 13 to present the School Counselor of the Year (SCOY) Award to Andrea Encarnacao. These surprise assembly presentations are so much fun, super exciting for both the honoree and the school community and most importantly to our profession as we get to honor the best of the best (see the story about Andrea elsewhere in the newsletter).

I've also been working closely with the Publicity, Professional Development and Professional Recognition Committees to plan and implement this year's National School Counseling Week festivities. February 7-10 includes numerous fun-filled activities, professional development opportunities, SIG meetings and of course our annual Awards Gala when all of our 2023 award winners will be announced publicly. You can learn more about the [activities for the week here](#).

Included in this celebration period we send out emails to almost 3000 superintendents, principals and counseling directors letting them know about the importance of school counseling and encouraging them to honor you in



Robert Bardwell  
Executive Director, MASCA

some way in your school district, provide you financial support for the conference and other PD events as well as get you something special from the [MASCA Swag Store](#). Speaking of the store, if you have not yet gotten your latest MASCA gear, be sure to visit now as it will close February 15. I've been told there has been a total redesign of the store with lots of new and exciting additions not offered in previous years. This is a great way to celebrate you, support MASCA and our profession. MASCA swag makes a great gift for your colleagues or your graduate student interns.

NSCW will feature free wellness/mindfulness programs on Monday and Wednesday, SIG meetings on Wednesday and Thursday, Ethics Trivia on Tuesday and an in-person LGBTQ training on Friday. But, the most exciting part of the week for me is our annual Awards Gala on Thursday, February 9 at 7:00 PM. This is an opportunity to honor all of our amazing colleagues for their accomplishments. While our SCOY has been publicly named, the other award winners are a secret until that night. Please make every effort to join us for this celebration for our colleagues

and our profession. No registration is required. [Join the celebration here](#).

Don't get me wrong. When I say love this time of year, it is crazy busy but all so worthwhile. To see all of the hard work and planning come together when the School Counselor of the Year learns that they have won the award, when the committees pull off their awesome programs and we have members share their joy and appreciation for what their association does for them, is worth every ounce of effort needed to pull off the activities in these few weeks.

So do me a favor over the next few days or even later this month. Take the time to show up and attend one of our events or respond to an email from one of our many volunteers who are working hard to promote you, our colleagues and our profession. Take part in our celebratory events and professional development activities. Buy something from the MASCA store. Post something on social media during NSCW to show your support for the school counseling profession. Engage in a conversation with a stranger about what you do. Advocate with an administrator or policy maker to let them know what school counselors and what supports/resources we need more of. You might even win a prize for your efforts.

Whatever you do, do it with pride, confidence and passion. The School Counseling profession needs us to use our voices to highlight why we are important and explain the difference we make with regard to student achievement and performance. Our students and their families are counting on us.

In the meantime. Dream Big and celebrate during 2023 National School Counseling Week, February 6-10. You deserve to be honored, praised and recognized for what you do everyday for your students, families and communities. You are my heroes.

## *Welcome to our Newest Members*

The following have joined MASCA in the last month:

Elizabeth Arcese  
Melanie Banks  
Courtney Bennett  
Kiah Berkeley  
Sofia Boncaldo  
Stacy Burns  
Tricia Camire  
Adilson Cardoso  
Kerri-Lynn Ciulla  
Matt Cohen  
Anna Criscitiello  
Rachel Czerepak

Maeve Dullea  
Daniel Erickson  
Elsa Fernandez  
Derek Ferris  
Kelly Flaherty  
Yanika Hodge  
David Joseph  
Courtney Kinder  
Elizabeth Letizio  
Janily Lopez  
Lauren Lydon  
Alexandra Mazzulli

Carly McCarthy  
Erin Munroe  
Kerri O'Malley  
Michael Robichaud  
Erica Sasville  
Megan Clougherty  
Mikayla Sheehan  
Nereida Soto Rosario  
Jana Standish  
Rachel Thomaszvic  
Isabella Valadas  
Tory Zalauskas

If you know any of these new members, please extend  
a warm welcome and greeting.

*We are happy you have joined us!*

# Be The One!



## Spring Conference 2023



**April 3-4, 2023**

**Boston Marriott Newton  
Newton, MA**

**Register TODAY at:**

<https://ncyionline.org/conferences/mascac/>

## Boston Latin School Counselor Honored with State Award



**Andrea Encarnacao**, School Counselor at Boston Latin School (pictured second from left with her colleagues), has been honored as **MASCA's 2023 School Counselor of the Year**. She was presented with this honor on Friday, January 13, 2023, as part of a school assembly for 7<sup>th</sup> & 8<sup>th</sup> graders honoring Martin Luther King Jr.

Andrea has worked as a school counselor at the primary and secondary school levels, at Boston Latin School (BLS). An early pioneer in the design and delivery of BLS's Comprehensive School Counseling Program, she implements a comprehensive school counseling program that includes advocacy, leadership, systemic change, and collaboration. Encarnacao works tirelessly to create programs to build and strengthen student-alumni connections. She implements the BLS Career Day, a platform where graduates provide junior class members with academic and professional advice about life after BLS. This event has been able to withstand a global pandemic. Career Day brings hundreds of alums together to discuss their careers and educational

paths with the junior class. This event is one of their most impactful programs at BLS and is the school program with the most prominent alum participation, with over 1,200 alums participating over the last ten years.

As a School Counselor embracing leadership opportunities, Andrea is passionate and a skilled professional in all areas of diversity, equity, and inclusion. She leads this work in her school creating teacher professional development, forums, and student advocacy opportunities, while simultaneously developing and organizing anti-racist events in the school and the greater Boston community. Andrea shows leadership through involvement with several interdisciplinary teams at Boston Latin School including the IDEAL (Identity, Diversity, Equity, Action, & Love) Team, Peer Mentoring Leadership Team, The Instructional Leadership Team, and the School Site Council.

Andrea understands the importance of gaining information on trends within education, and is committed to profes-

sional development and collaboration with colleagues. She has worked hard to ensure that all scholars receive the same support, and her willingness to share her ideas speaks volumes about her creativity and collegiality.

Her ability to meet young people where they are in their lives, genuine interest in helping those around her evolve into the best versions of themselves, and her willingness to champion the issues that will further our profession drives her passion for this field. She is an inspirational leader and role model whose empathic character and steadfast devotion to her students rightfully earned her this year's title of MASCA 2023 School Counselor of the Year.

Andrea will represent Massachusetts in Washington, D.C. at the National School Counselor of the Year Gala in February 2024 and compete with other state winners from around the country for the 2024 American School Counselor Association's School Counselor of the Year award.

***Congratulations Andrea!***

## Values Inform Practice

By Lori Di Carlo Ford, MA, CAGS

When I think of values I think of the village that raised me, what was instilled in me, who I surround myself with and the decisions I make each day. I work at Martin Luther King Jr. Charter School of Excellence in Springfield. I am grateful to work in an environment that holds strong values throughout the school community. Our Charter and its values come from Dr. Martin Luther King Jr.. They are: Promoting Social Justice, Respect, Integrity, Determination, and Excellence.

What is important to you when choosing a school in which to spend your working days? Do you think of the values, mission statement, population, relationships, or community? What drives you towards a specific school is a reflection of your values, even if you don't immediately recognize that connection. Who do you migrate to in your workplace? Are there certain people that you find easier to work with than others? Are there certain students that you find less challenging to work with? There is so much to think about, as you spend a great amount of time and energy in the school community.

To be impactful as a School Counselor we need to be in touch with our own personal social emotional skills, self-awareness, self-management, social awareness, relationship skills, and responsible decision making. Emotional intelligence is crucial. It is important to reflect on who you are and what you stand for. All of these make up values.

The following are the school values at Martin Luther King Jr. Charter School of Excellence, how they have impacted my work, as well as my continued growth in the school counseling field.



*Lori DiCarlo Ford, MA, CAGS, is a School Counselor/School Adjustment Counselor at Martin Luther King Jr., Charter School of Excellence, Springfield, MA. She is also a MASCA Board Member, and the Nominations & Bylaws Committee Chair.*

### Promoting Social Justice

Dr. Martin Luther King Jr. is known for his contributions to social justice. The civil rights leader continues to be impactful for the fight for all to have equal access and opportunities. His 94th birthday was last month. His writings, speeches and marches continue to be seen and heard all over the world. The Embrace monument that stands in our home state speaks volumes about his continued impact on the world. The location is in Boston, Massachusetts where he gave a speech and won the Nobel Peace Prize and embraced his beloved wife Coretta Scott. The day the monument was revealed, a few days before MLK Day, his granddaughter stood and eloquently gave a speech to honor her grandparents that she never had the opportunity to meet.

One of the reasons I enjoy my time

at MLK is our continued work promoting social justice in the school and the community. Some of the ways we do this are: volunteering and donating time, modeling kindness and showing gratitude, being equitable and giving equal access and opportunity to all, having tough discussions and having professional development that promotes social awareness and growth for all. These are some of the reasons I continue my work in an environment that promotes social justice.

Doyin Richards, a Founder and CEO of the Anti-Racism Fight Club™, (also an ARHS alum, like myself) wrote: "I'm more interested in what you're actually doing to end racism at work and beyond than your favorite MLK quote".



### Respect.

When I was growing up in the 70's and 80's, the notion of respect was instilled in me in many ways. I knew that if I was not respectful to others, especially the adults, there would be consequences. One look from your parents or teacher was usually enough to see the error of your ways and stop you in your tracks, if the behavior was not acceptable and demanded attention and change. I am grateful this has been instilled in me throughout my life. Today, for a variety of reasons, respect does not seem to be instilled in children as it used to.

*(continued on next page)*

## Values...

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Are you able to productively and respectfully see your colleagues differing points of view or give parents space to be real with their emotions? One of the things I love most about my job is developing healthy and productive relationships with students, colleagues and students' families. This is not always easy. We advocate for students and sometimes we need to have tough conversations to make sure that our students are educated and respected with equity. We disseminate data with parents/guardians that is not always easy to share; some of it can be amazing and some detrimental. These conversations need to be conducted respectfully and to the best of our ability.

### **Integrity.**

Do you have what it takes to be who you want to be all the time? None of us do, which is why we never arrive, and are always evolving and growing. Having the integrity to be on this journey, make mistakes, learn and try again creates many opportunities to learn and grow. Our job includes constant interactive modeling and our integrity through all these situations can be eye-opening to students. When our students see that we are human they may be able to relate and learn with us. Embracing mistakes encourages students to embrace themselves and learn and grow. It also gives them the opportunity to model integrity to their peers; as we know peers learn best from one another.

### **Determination.**

Are you determined to make sure that you are heard through your support and advocacy for your students and their families? Modeling determination is something that is done daily with students. Simple

things such as teaching students to shift their thoughts from "I can't" to the "I can't yet" approach can be the determining factor students need to succeed. When we model that some things are tough for us too, that we make mistakes, sacrifices and show perseverance, they see what determination looks like. This is another opportunity to model what determination means to you, through your actions, not just your words.

### **Excellence.**

Excellence in all that we do. This is not a choice. We do not let students just show up and consider it enough. We expect them to show up, be excellent and demonstrate excellence in their endeavors and their character, behavior and academic efforts. This is not an easy task. As a team of educators we work hard to instill in the students they can do anything they set their minds to. If we do not expect excellence then what standard are we holding them to?

What are your school values and do they align with you, in and out of your school community? To be impactful in your school community it is important to know your values, hold true to them and be committed to your mission and vision. The work that you do with the students, families, and colleagues every day is crucial to the entire school community. Continue that work by standing tall and advocating, collaborating, showing leadership and systemic change. It is needed and so are you.

This year's MASCA spring conference "Be The One" will take place on April 3rd and 4th. Find your place in your school, your community, and MASCA. Stand tall for what you believe in and surround yourself with those who will support you throughout your journey. Never let anyone negotiate who you are. Keep moving forward to be the best version of YOU.

## February 2023 Awareness Dates

African American History Month

Career and Technical Education Month

Gap Year Awareness Month

International Boost Self-Esteem Month

National Children's Dental Health Month

Teen Dating Violence Awareness and Prevention Month

6-10 National School Counseling Week

1 National Freedom Day

2 National Groundhog Job Shadow Day

6-10 Black Lives Matter in Education Week

12-18 Random Acts of Kindness Week

22 World Thinking Day

27-March 5 National Eating Disorders Awareness Week



# Celebrate National School Counseling Week:

## Help Your Students Dream Big!

Don't miss the fun! Follow along and POST on these Social Media apps using the hashtag #MASCADreamsBig to be considered for daily prizes



<https://twitter.com/mascaschool>



<https://www.facebook.com/MassSchoolCounselor>



[www.instagram.com/MascaLeaders](http://www.instagram.com/MascaLeaders)

**MASCA NSCW Counselor Toolkit:**  
[Click Here for Resources and Ready to Implement Activities](#)

### NSCW AGENDA:

#### MONDAY, February 6, 2023

Kick off National School Counseling Week with purpose and passion for what we do! Take a picture of yourself with the Proclamation declaring this week National School Counseling Week. Post pic with hashtag #MASCADreamsBig to have a chance to win prizes!

#### Relaxation with Michele Lyman - 4 - 5 p.m.

This session is designed to rest and calm your body and mind. It includes gentle flowing movements done in both a chair and standing. The last part will include a body scan meditation. Benefits include:

- Improve flexibility and strength
- Reduce tension and stress
- Increase awareness and clarity

All levels are welcome.

[Register in advance here.](#)

#### TUESDAY, February 7, 2023

National School Counseling Week continues with our daily photo challenge. Download the [template](#) and take a picture of yourself with "I Help Students Dream Big By..." Tell us how YOU help Massachusetts students dream big. Tag with #MASCADreamsBig and have a chance to win a prize!

#### Ethics Trivia - 2:30 p.m.

Join us for this FREE virtual event and test your knowledge against your colleagues.



Have a laugh, learn a bit, and enjoy friendly competition in this Kahoot! style free-for-all!

[Register in advance here](#)

#### WEDNESDAY, February 8, 2023

##### Wellbeing Wednesday

Two Sessions - 11:30 am - 12:00 pm and 3:30 - 4:00 p.m.

Offered by Christine Soverow, School Counselor at Easthampton High School

It's so easy to start our day on our computer, checking emails and diving into the day's work. Making time to pause and be in the moment is incredibly important for our wellbeing. **Give yourself permission to pause!**

No previous experience needed. Join from your office and experience some self-care. Our ½ hour will include a brief talk and a mindfulness practice

[Register in advance](#) for the AM session

[Register in advance](#) for the PM meeting

Daily Photo Challenge continues with telling us how you help students dream big! Take a photo with our [template](#), and tell us how you help kids dream BIG! Make sure to include the hashtag #MASCADreamsBig. We love to see your passion!

**SAC/SSW SIG meeting** - 9:00-10:00 AM

[Register in advance here.](#)

#### THURSDAY, February 9, 2023

Join the MASCA Virtual Recognition and Awards Gala at 7:00 p.m. Come and support

the nominees and winners of our annual recognition program! Automatically entered in a door prize giveaway.

**Join here. No Registration is necessary.**

It's not too late to tell us how YOU help kids dream big. Download our MASCA [template](#) or one of your favorite ASCA templates [HERE](#) and post a pic on social media by using the hashtag #MASCADreamsBig. Prize winners are picked every day!

#### **Retirees SIG - 3:30 - 4:30 pm**

[Register in advance here.](#)

#### FRIDAY, February 10, 2023

A great way to end National School Counseling Week is to let people know you appreciate them and the work they do to help you help kids. Take a picture of yourself and the person YOU want to thank with our [Certificate of Appreciation](#). #MASCADreamsBig

**Gender, Sexual Orientation, and Understanding the Experience of LGBTQIA+ Students** - 8:30 a.m. - 12:00 p.m.  
**Location:** Billerica Public Schools

Cost: \$50

[Details and Registration Information Here](#)

#### FRIDAY MEET UPS:

Finish up NSCW by attending one of these regional in-person Friday meet-ups:

**The Cape and the Southcoast** - 5:00 - 7:00 pm at PLAY in New Bedford (34 Union St, New Bedford, MA 02740) - Contact: Ali Robidoux [alimrobidoux@gmail.com](mailto:alimrobidoux@gmail.com) or 401-529-2508

**Boston and the North Shore** - 3:00 - 5:00 pm at Tavern in the Square in Burlington (100 District Ave, Burlington, MA 01803) - Contact: Mindy Cripps [mcripps@billerica-cak12.com](mailto:mcripps@billerica-cak12.com) or 978-852-7428

**Worcester & Central Mass** - 3:00 - 5:00 pm at Redemption Rock Brewery (333 Shrewsbury St, Worcester, MA 01604) - Contact: Megan McShane [Megan.mcshane.2@gmail.com](mailto:Megan.mcshane.2@gmail.com) or 339-364-1462

**Springfield and Western Mass** - 4:00 - 6:00 pm Pizzeria Unos, 820 Hall of Fame Ave, Springfield, MA 01105 - Contact: Bob Bardwell [executivedirector@masca.org](mailto:executivedirector@masca.org) or 413.427.5012

## GRAC Chat

Welcome to the GRAC Chat, information brought to you by the Government Relations Advocacy Committee. Moving forward, you can expect to see updates on our legislative agenda and advocacy efforts as well as information on other state-wide bills and policies that impact school counselors. Today, we would like to introduce Bill [HD. 3568](#), *An Act Establishing Comprehensive School Counseling Programs*, co-sponsored by Rep. Carol Doherty (Democrat - 3rd Bristol) and Rep. Ryan Hamilton (Democrat - 15th Essex). You can find the text of the bill below:

Section 1. Chapter 71 of the General Laws, as appearing in the 2020 Official Edition is hereby amended by inserting the following:-

“Each public school district shall develop and implement a comprehensive school counseling program that adheres to the Massachusetts Model for Comprehensive School Counseling Programs and ensures all pre-K to grade twelve (12) students will receive school counseling services from licensed school counselors. In accordance with the Model, each school counselor is to spend at least eighty percent (80%) of that school counselor’s time providing direct or indirect services to students. To maintain equity in student access to a school counselor, each district shall provide one (1) school counselor for a maximum of two hundred fifty (250) students, the nationally recommended average.”

Moving forward, the members of GRAC will be inviting MASCA members to join in on different meetings with legislators to share your stories and advocate for the bill, which we believe will not only support school counselors, but ultimately, our students, as well.

As we enter this new legislative session, if there is a new bill or policy that you would like MASCA to bring awareness to, or if you have any questions or concerns related to HD. 3568, please email Juliette Coatsworth, the Government Relations and Advocacy Committee Chair, at [juliette.nori@gmail.com](mailto:juliette.nori@gmail.com).

## To My Fellow School Counselors

*Dear School Counselors,*

*As we all know, the role of a school counselor can often be challenging and demanding. It is important to take the time to celebrate the small wins that our students achieve. These small wins can include creating a trusting relationship with students, reaching any milestones, and simply the fact that a student has decided to seek out a counselor.*

*Creating trust with students is a crucial part of the counseling process. When students trust their counselor, they are more likely to open up and discuss their struggles. This trust can be built through active listening, being non-judgmental, and creating a safe and comfortable environment. Celebrating this trust by acknowledging a student’s progress and the steps they have taken to build trust can be a powerful motivator.*

*Reaching milestones is another important reason to celebrate. These milestones can be academic, personal, or emotional. A student who has improved*

*their grades, made new friends, or taken steps towards resolving a personal issue is worth acknowledging and celebrating.*

*Finally, it is important to remember that just the fact that a student has decided to seek out a counselor is a win in itself. Many students may be hesitant to reach out for help, so the fact that they have taken this step is a big accomplishment.*

*So, why are we so hard on ourselves when it comes to our students and their progress? Let’s take the time to celebrate the small wins with our students. These wins may seem small, but they can have a big impact on a student’s self-esteem and motivation. By recognizing and celebrating these wins, we can create a positive and supportive environment for our students to thrive.*

*Sincerely,*

*Ali Robidoux, MASCA PD Chair and fellow doubting counselor that needs to remember the small wins.*



### Hosted by Landmark School:

*The leading institution for students with dyslexia and other language-based learning disabilities*

#### WHEN:

Thursday, March 23, 2023, 6-8pm

#### WHAT:

Meet representatives from college and university admissions and student support services, gap year programs, technical schools, and other non-traditional options

#### WHO:

This event is FREE and open to the public.

#### WHERE:

Landmark School (Athletic Center), 447 Hale Street, Prides Crossing, MA

#### HOW:

No RSVP necessary—Come with questions and ready to learn more!

**Contact:** Kelly Scimone, Guidance Counselor - [kscimone@landmarkschool.org](mailto:kscimone@landmarkschool.org)

# Implementing the MA Model 3.0: A Framework for Comprehensive School Counseling Programs

by Helen O'Donnell, Ed.D, MASCA MA Model Committee, 3.0 Writing Team Co-Chair, PD Institute Trainer

This ongoing Counselor's Notebook (CN) series continues to inform school counselors about steps and strategies for implementing the MA Model 3.0 and ASCA Model 4.0® for Comprehensive School Counseling Programs. A library of updated MA Model resources and CN implementation articles can be accessed from the MA Model page of the MASCA website.

Inquiries to [helenod@att.net](mailto:helenod@att.net) about MA Model professional development for graduate credit and PDP opportunities.

## How Can the MA Model Help Integrate CCR and MyCAP Portfolio Development into My School Counseling Program and Our School Community? (Part 2)

The MA Model 3.0 framework is a perfect partner to assist school counselors weave CCR language and MyCAP initiatives into their school counseling curriculum. Aligned with the ASCA Model, the MA Model 3.0 outlines 4 essential components of a comprehensive school counseling program: **Define, Assess, Manage, and Deliver**. To stress the importance of career development for all students, the MA DESE Career Development Education (CDE) Benchmarks (*academic/technical, workplace readiness, and personal/social*) are embedded in the language of the MA Model document. College Career Readiness (CCR) promoted in the MA Model includes encouraging academic rigor for all students to help them develop the competencies and skills needed to pursue post high school college, career and employment opportunities.

In Part 1, I began addressing the question, HOW can school counselors integrate CCR/MyCAP into all components of their MA Model aligned school counseling program. The article suggests strategies to help you DEFINE the foundation of your CCR/MyCAP initiative by aligning your program to MA and National Student Learning Standards and suggests a sample MyCAP-related professional Ed Evaluation SMART goal.

In Part 2, I explain the importance of SMART curriculum outcome goals to guide your on-going ASSESSMENT process and strategies to assist school counselors MANAGE and DELIVER career development and MyCAP initiatives.

Since CCR is a school community initiative, it is important to actively support the CCR/MyCAP team planning and contribute to school initiatives. One way to show your support is having the School Counseling Department establish a schoolwide SMART MyCAP outcome goal for all students. Sharing this goal will facilitate collegial discussions and might generate partnerships with interested faculty and staff. Ex:

- *By the end of Middle School (grades 6-8), the school counseling team will assist all students establish their electronic MyCAP portfolio, document participation in 3 identified CCR activities, and upload artifacts about 3 researched careers of interest.*

To help with outcome assessment, break down this schoolwide goal into specific, measurable grade level goals allowing counselors to collect data and monitor student progress towards achieving each grade level end goal. Examples of SMART, sequential grade level student outcome goals:

- *By June 2023, school counselors will partner with the technology teachers to help all 6th<sup>th</sup> grade students log into MEFA Pathways, begin creating their personal profile, and complete the learning styles inventory.*
- *By June 2023, Grade 7 students will complete at least one MEFA Pathways activity to identify their personal skills and interests.*
- *By June 2023, Grade 8 students will complete the MEFA Pathways Career Cluster activity and upload 3 researched careers of interest.*
- *During the Grade 9 academic year, all students will begin their Naviance portfolio and complete 3 activities including their profile, learning styles inventory, and career cluster activity.*

A Curriculum Delivery Calendar and detailed Action Plan will provide a blueprint for implementation. A reminder that your action plan tasks should be specifically identified and inclusive. Who will write the lesson plan? Who will manage implementation details? Who will deliver the lesson? What is the make-up delivery strategy for absentees and students who do not complete lesson activities? What is the data collection and assessment plan to assess delivery progress? How will you monitor student achievement of each grade level goal?

Including SMART Student Learning Objectives in your standards-based lesson plans allows you to assess student learning and track how many students have achieved the MyCAP lesson objective. This data can be collected in a pre/post format or from your on-line platform data summary reports.

- Grade 6 students will correctly identify their learning style and 3 study strategies aligned with their learning style in the

lesson's posttest.

- During Grade 8, students will demonstrate they can independently access and populate their MyCAP portfolio platform by completing the Career Clusters Activity and uploading 3 assigned career research artifacts.
- By the end of Grade 10, student's will report their MyCAP portfolio includes research about 3 careers of interest and identify HS coursework that will help prepare them for required entry level workforce credentials in that career.

Delivering your written Tier 1, standards-based, horizontally- and vertically aligned school counseling curriculum and encouraging interdisciplinary career development activities will provide students artifacts to upload into their MyCAP portfolios. For perception data, Student Success Goals journals provide valuable insight.

- By the end of Grade 8 in a reflection journal for English Class, students will report 3 ways that Career Development Activities and their MyCAP portfolio artifacts helped with High School transition planning and course selection.

In conclusion, mirroring the structure of your school counseling program, your CCR/MyCAP should be defined, have an assessment plan, be carefully managed, be delivered with fidelity, and have both on-going formative assessments as well as a final summative assessment. Use your *leadership and collaborative skills to advocate* for and promote a CCR culture in your school community and MyCAP portfolio development for ALL students. Implementing an on-line MyCAP portfolio platform, delivering Tier 1 school counseling curriculum that results in MyCAP artifacts, and encouraging teachers to integrate career activities into their classes will nurture future-focused students and assist with post high school planning.

Next Month: Review MARC Jr. documents that include on-going formative and summative assessment of student achievement of MyCAP outcome goals and next step action planning.



*The mission of MASCA is to promote excellence in the school counseling profession by advocating for, connecting, supporting, and empowering school counselors in the Commonwealth of Massachusetts through leadership, collaboration, and professional development.*

*Visit us on the web at [www.MASCA.org](http://www.MASCA.org)*

*MASCA deeply values its diverse membership and is fully committed to creating an organization where each individual is welcomed, included, respected and empowered. No person will be excluded from MASCA on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, political affiliation or military status, or for any other discriminatory reason.*

*These activities include, but are not limited to, appointment of its Governing Board, hiring or firing of staff, selection of volunteers and vendors, and the providing of services.*