College- and Career Counseling in Indiana

This document represents implementation ideas from the Indiana Department of Education in alignment with the Indiana Career Council Strategic Plan.

Key Areas:

1. Indiana Department of Education Lead Initiatives
2. Collaboration Opportunities between IDOE and Partner Agencies
3. Recommended Legislative Action
4. State Board of Education Action
5. Funding Considerations

1. Indiana Department of Education Lead Initiatives

Designed to improve college and career awareness, preparation, and success:

- **Standards** (2.2, 2.3)
  - Update Indiana’s student guidance standards to include college and career readiness and employability skills (indicating knowledge and skills students should have at each grade level)
    - Standards review committee monthly meetings, January - ongoing
    - Finalized standards to be released on or before November, 2015
  - Include as mandatory curriculum

- **Developmental CCR Education** (2.2)
  - Inform Indiana School Counselors of a developmental approach to College and Career Readiness education (Ex: NOSCA model [http://nosca.collegeboard.org/eight-components](http://nosca.collegeboard.org/eight-components))
  - Develop or identify a systemic process for identification of students who would benefit from intensive career readiness preparation.
Discuss inclusion in the 2016 Career Ready campaign; collaboration with Learn More Indiana.

- **Model Programs** (2.2, 2.3, 2.4)
  - Development of *The Role of the School Counselor* manual or e-briefs to be distributed to Superintendents and Principals to include best practices, recommendations, and information about model programs
    - Recommendations will include but not be limited to removing non-program duties from School Counselors (i.e. lunch and hallway supervision, test coordination and administration, substitute teaching, etc.); hiring others (retired educators, for example) to administer assessments or oversee test coordination; release time for professional development; improving parent communication and education on CCR;
    - School Counselor Evaluations to include:
      - college and career counseling professional development;
      - the demonstration of a developmental and data-driven program: Data, (analysis of data to include disproportionality), Priority Goals (SLOs), Strategies to obtain goals, year-end results and analysis, SLOs to include college and career counseling (i.e. career center, business and industry, college visits; career days; work-based learning opportunities, apprenticeships, etc.)
  - State model school counselor evaluation tool to be revised 2015-16
  - Model College and Career Counseling Programs – partner with state agencies (DWD, CHE, and Indiana Chamber), postsecondary institutions, practicing counselors, etc. to define model programs (to be recognized as such by one of the agencies or a combination of agencies).
    - Indiana Chamber and CELL – grant from Lilly Endowment to apply best models of service across the spectrum of counseling.
      - Postsecondary-going culture starting at the elementary level; master’s level school counselors at the elementary level; inclusion of career and employability standards (K-12), utilization of career exploration tools, etc.
- **School Counselor Professional Development** (2.2, 2.3, 2.4)
  - Regional Workshops to incorporate business and industry partners; regional state and national trends; ‘State of the Workforce’
    - DOE partnership with DWD, CHE, IYI, IN Chamber, fall 2015
  - Encourage administrators to allow ‘release time’ for school counselors (up to 3 days/school year); use professional development days for counseling – specific
PD needs, including the opportunity to meet with other counselors in the corporation and county and for college, military, business and industry visits.
- Encourage school counselors to complete 30 (of 90) hours of professional development in the areas of college and career counseling for license renewal; completion of the college and career counseling certificate or certification
- Make available the ‘State of the Workforce’ annually and encourage counselors to complete.
  \(\rightarrow\) DWD to implement for distribution to counselors, students, parents, etc.

- **Parent Communication and Education (2.3)**
  - Increase collaboration efforts with outreach coordinators, schools, college success coalitions, after school programs, community agencies, to improve CCR education for students and parents.
  \(\rightarrow\) Intra-agency meetings – Start date TBD; ICC to facilitate?

## 2. Collaboration Opportunities between IDOE and Partner Agencies

Strategies of which IDOE staff will collaborate with partner agencies to improve college and career counseling:

- **Development of College- and Career Counseling Certification Program (2 Tracks)** (2.3, 2.4)
  - Certificate (less rigorous and costly) or Certification (IDOE approved)
    - Both tracks will include project-based, hands on experiences adhering to evidence-based practices, made available to all educators.
    - School Counselors, Work One Center Advisors, and Ivy Tech Admissions Officers are encouraged to obtain the certification.
      \(\rightarrow\) Butler University to launch a certificate program fall, 2015. IDOE, ISCA, and Butler U. hosting a counselor educator meeting to propose this across institutions, August 2015.
      \(\rightarrow\) White House Convening Indiana team goal.
  - Identification of scholarships and grant funding to incentivize practicing counselors to earn this credential (Lumina, CHE, DWD, Indiana Chamber, Lily Foundation, etc.)
    \(\rightarrow\) SB 271 (2015) did not pass but would have created a ‘college and career readiness certificate’ offered by postsecondary institutions and grants allowing counselors to earn such a certificate.
Exploration of grant funds and online curriculum that could be implemented state-wide.

**School Counselor Preparation Programs (2.3)**
- Increase and improve college and career counseling courses offered at the graduate level
- College and career counseling certification track to be offered within school counselor graduate programs by 2020
- Require CCR standards and content; provide CCR knowledge and experiential components
- Include contact hour requirements with business partners, including participation in the ‘State of the Workforce’

Butler University to launch a certificate program fall, 2015. IDOE, ISCA, and Butler U. hosting a counselor educator meeting to propose this across institutions, August 2015

**3. Recommended Legislative Action**

**Graduation Plans (2.2, 3.3)**
- Require educational pathways and degree mapping, tied directly to programs of study and career pathways within student graduation plans.

**Work-and-learn Opportunities (2.2, 2.4)**
- Tax incentives to business and industry who offer internship opportunities for students and counselors

EARN (Employment Aid Readiness Network) Indiana: Students with financial need have access to resume-building, experiential, paid internships, while employers receive state matching funds in exchange for hiring these students.

**School Counselor Ratios**
- Require a ratio of 1:600 (school counselor to student) at the elementary level and 1:300 at the high school level to enable counselors to implement a student-centered approach.

SB 277 (2015) did not pass but would have required a school counselor in every Indiana elementary school.

**4. State Board of Education Action**

Considerations that would require State Board action:

**Required Curriculum (2.2)**
Career Information and Exploration’ required for all 8th grade students to include career interests, education of pathway options, high demand jobs and skills, etc. (Teacher required to have school counseling and/or college and career counseling certification)

Diploma taskforce considering Preparing for College and Careers as a required course by the end of grade 9.

Career Interest Inventories required at the 7th and 9th grade levels, utilizing the Indiana Career Explorer

Scholar Success Program requirements required for ALL students (modified based on their chosen career path)

### Current Scholar Success Program Requirements

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<th>PLAN</th>
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<tr>
<td>9</td>
<td>Create your graduation plan</td>
<td>Participate in an Extracurricular or Service Activity</td>
<td>Watch ‘Paying for College 101’</td>
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<td>10</td>
<td>Take a Career Interest Assessment</td>
<td>Get Workplace Experience</td>
<td>Complete the College Cost Estimator</td>
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<td>11</td>
<td>Visit a College Campus</td>
<td>Take a College Entrance Exam (ACT/SAT)</td>
<td>Search for Scholarships</td>
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<tr>
<td>12</td>
<td>Submit your College Application</td>
<td>Watch “College Success 101”</td>
<td>File Your FAFSA</td>
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- **Article 4 Revisions (2.3)**
  - Require a counselor with a college and career counseling certification in every high school by 2020 and in every middle school by 2025.
  - Require at least one trained/certified, master’s level school counselor in every middle and high school.

- **School Counselor Professional Development (2.3)**
  - Require 30 (of 90) professional growth hours in the areas of college and career counseling for license renewal; Require a college and career counseling certificate for School Counselor license renewal.
  - Require 2 hours of professional development on the ‘State of the Workforce (DWD, Indiana Chamber, IEDC, etc.).

**Additional Considerations to explore:**
- Quarterly Workforce/Career e-newsletter for schools, counselors, students, and parents
• Incorporate in principal and superintendent training programs and require 2 hours for license renewal – the role of a licensed School Counselor
• Longitudinal study of students through postsecondary to include an analysis of Dual Credit, AP, diploma type, remediation needs, successful completion, etc.
• Creation of state-wide hub for all CTE-specific jobs and work-based learning opportunities
  \(\rightarrow\) IN InternNet (postsecondary)
• College and Career Readiness Counseling ‘Report Card’ for Schools

5. Funding Considerations
Funds needed to support some of the work noted above.

• Grant funds
To assist schools in developing innovative (to be defined) college and career counseling model programs
\(\rightarrow\) IN Chamber & CELL project in progress (Lilly Endowment)

  Budget: High cost, high impact

• Work-and-learn Opportunities (2.2, 2.4))
  o Tax incentives to business and industry who offer internship opportunities for students and counselors
  \(\rightarrow\) Expansion of EARN Indiana to high school students? (legislative action)

  Budget: Moderate-High cost, High impact

• School Counselor Ratios
  o Require a ratio of 1:600 (school counselor to student) at the elementary level and 1:300 at the high school level to enable counselors to implement a student-centered approach.
  \(\rightarrow\) $60 million fiscal impact to hire a school counselor in every elementary school

  Budget: high cost, high impact

• Scholarships
To be awarded to practicing school counselors to complete the College and Career Counseling Certification - Counselors nominated by business, administrators,
community leaders meet specific indicators (tie to data, student outcomes, # of students with completed graduation plans, pathway completers, number of business visits, improvements in AP, DC, industry certifications).

- **Regional Career Counseling Workshops**
  Hosted collaboratively (IDOE, DWD, IN Chamber, IN Career Council)
  → Workshops currently being scheduled for fall, 2015.
  
  **Budget:** $25,000
  high impact

- **Career Exploration Program**
  Indiana Career Explorer (Grades 6-12+)
  *Cost shared by DWD, DOE, and CHE*
  
  **Elementary Career Exploration Program**
  Drive of Your Life (elementary, intermediate)
  **Budget:** No Cost