

# Summary of EAG Recommendations to the BSD Superintendent

## 1. BACKGROUND OF SUBGROUP

### Members of B/C

Pia Dey, Alma Gonzalez, Haruka Kojima, Susie Pietz, Maina Tran, Lena Pothitou West

### Commitment Descriptions

Commitment B - Ensure that all students have equitable access to and provision of resources based on their unique needs, including but not limited to, English language learning, advanced learning, free and reduced-price lunches, special education, and homelessness supports.

- 3120 (Enrollment)
- 2161 (Special Education)
- 2190 (Advanced Learning)
- 3520 (Fees, Fines and Charges)
- 2110 (English Language Learners)
- 3115 (Students Experiencing Homelessness)

Commitment C - Ensure that all students have equitable access to all District programs including but not limited to all District choice schools, college and career readiness and counseling, sports and activities, and Advanced Placement and International Baccalaureate coursework.

- 3120 (Enrollment)
- 2190 (Advanced Learning)
- 2140 (Counseling)
- 2151/2150 (Athletics and Activities)

### Process Used to Arrive at Recommendations

Based on personal experiences, observations, feedback from EAG hosted student forums, input from community members and an interview with Director of Counseling Deborah Kraft.

## 2. FORMAL RECOMMENDATIONS

### **Policy 2140 Guidance and Counseling**

No recommendations on policy itself. Below are recommended changes to procedure.

#### **#1: Add additional counselors for middle and high schools to lower counselor/student ratio**

Rationale – There are not enough Counselors to provide mental health wellness checks for every student (even though only about 30% of students need to be addressed) and respond in an appropriate way should a severe issue arise. When a counselor does focus on one student, everything else is dropped. [see Appendix A]

#### **#2: Under Management System. Add “Administrative or secretarial support”**

Rationale – There are many tasks that can be handled by a secretary/admin which will free up Counselors’ time to focus on more students and/or spend more time on students who need that attention. If budget does not allow for the hiring of additional Counselors, can hire admins at a lower cost and increase efficiency of current Counselors.

#### **#3: Increase BIMAS2 screening tool.**

Rationale – The screening tool is effective. However, it is only administered to high schoolers. MS use SOS screener and only to 7<sup>th</sup> graders. Not enough help with administer screening for all MS and HS students each year. Need continual and consistent screening in order to identify students that need help.

#### **#4: Under Management System. Delete “B. Advisory council”**

Rationale – According to Deborah Kraft, the Director of Counseling, there is no Advisory council at any schools. This is an outdated structure.

**#5: Under Management System. Develop and add an Advisory council structure**

Rationale – In order to earn the ASCA Ramp model credential, the Advisory Council would be a key step in that process both at the individual school level and at the District level (per Deb Kraft). It helps to ensure that the counseling program is organized, concrete, clearly delineated and reflective of students' needs, with input from stakeholders to include parents.

**#6: Increase relationships and develop additional relationships with external mental health community organizations.**

Rationale – Because there are not enough Counselors and staff to administer a robust counseling program, it would be good to increase collaboration or recruit external help from other mental health organizations. YES is already a partner. How to increase their involvement?

**#7: If additional Counselors and/or Admin can be added to counseling staff – provide regular individual student progress report for those students actively receiving counselor assistance.**

Rationale – To update parents on the progress and/or results of assistance provided for the student.

**#8: Under Accountability, improve communications to share student and family survey results such as Panorama, Student Health, and Family Engagement surveys.**

Rationale – While some of the results are shared at specific board meetings, it does not seem that all survey results are readily available on the BSD website.

**Special note:** To increase hiring of diverse counseling staff and retain them. We realize this is already being addressed in general for BSD in hiring a more diverse staff but to focus on the counseling staff. And to increase more learning opportunities such as the recent event where a Muslim leader was invited to consult on how to counsel and support Muslim students and families, and how to support teachers in working with Muslim families.

#### 4. LIST OF SUPPORTING MATERIALS OR APPENDICES

[see attached appendices]

#### 5. NEXT STEPS FOR IMPLEMENTATION

- 6 months – at a minimum, hire an admin/secretary for each middle and high school
  - Note for the 2020-21 year: if there is a overall BSD budget decrease and may have to cut number of counselors when in fact, more counselors should be staffed because of the coronavirus environment, maybe think about hiring secretaries to assist the Counselors that are left.
- 1 year - hire one additional counselor for each middle and high school (we realize this may not be possible due to budget decrease)