

## Leadership for Change

"A leader is one who knows the way, goes the way and shows the way."  
John Maxwell

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## The Principal/School Counselor Relationship

Leadership at the school level begins with the principal.

School Counselors

Teachers

Parents

Students

Community members

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## Principal Leadership

Ensure all students and staff are provided a safe environment conducive for learning

Guide the pedagogical teaching practices related to student performance

Set instructional goals that create a climate for rigorous learning outcomes

Promote positive collaborative relationships

Model commitment to continuous improvement

(Naleithwood & Richl, 2003)

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## School Counselor Leadership

Identify school counseling program goals

Ensuring that they are SMART goals (specific, measurable, attainable, result-oriented and time-bound)

(ASCA, 2012; Doran, 1981; O'Neill & Conzemius, 2005)

Collaborate with stakeholders to build school-family-community partnerships

Facilitate classroom lessons and small groups to increase student learning outcomes

Advocate for equitable services for all students

(Bryan & Henry, 2012; Griffin & Farris, 2010; House & Sears, 2002)

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## The Principal/School Counselor Relationship

The Principal and School Counselors together can...

Identify large/small issues affecting student achievement

Impact school climate

Enhance school and student/parent/community communication

Collaborate with multiple stakeholders

Use shared decision making

Build capacity

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## Critical Elements

A national survey of approximately 2,300 Principals and School Counselors, identified the following as critical elements in the relationship of the Principal and the School Counselor:

Communication

Respect

Collaboration

Shared vision

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## International School @ Thornton Middle

### Demographics:

International Baccalaureate (IB/MYP) Approach to Learning

Title I

81% Free and Reduced Lunch

930-1000 Students - high mobility rate

47% English Language Learners

### Leadership

~~New administration second year of employment under the grant~~

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## International School @ Thornton Middle

### Characteristics of Counselor Leadership

Resourceful problem solving

Systemic collaboration

Interpersonal Influence

Social justice advocacy

Professional efficacy

### Me as a leader

Counseling Steering representative

Department Chair/Leadership team

Wellness Committee Co-chair

Graduation Guidelines Committee

Admin. Team Meetings

Core Meetings

Ambassadors (school club)

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## International School @ Thornton Middle

### Then...

Partnership with Administrators

Collaborative

Professional

Common goals

Priority Improvement

Focus on teaching and learning, students being in the classroom

No tolerance with discipline issues or constant disruptions to the learning environment

### Now....

Partnership with Administrators

Shared decision making model

Reached Performance level

Celebrations for staff and students

Positive Office Referrals

Notes of Thanks

Shift in discipline

Training Camp/Core Talks

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## Northglenn Middle School

### School Demographics

6th-8th grade in Northglenn, CO

798 Students currently

67 % Free lunch, 17% Reduced lunch = 84% F/R lunch

### Leadership

New administration second year of grant

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## Northglenn Middle School

Year 1 of Grant (2013-14): Planning year

Year 2 of Grant (2014-15):

- Counselor at each grade level
- Lack of communication from administration
- Only department chair was invited to attend admin meetings
- Climate of the school was very negative and stress was widespread
- 1600+ behavior referrals
- Expeditionary Learning, with Crew as main component, was implemented, but with climate and behavior issues, there was limited buy in and little growth

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## Northglenn Middle School

Year 3 of Grant (2015-16)

- New administration
- Administrator and counselor at each grade level, team mentality
- Equitable access to education -- co-taught classes, versus pull out groups
- Major focus on behavior -- worked to create safe environment conducive for learning
- Strong instructional goals to create rigorous learning for students. PD focused on this.
- Clear vision, measurable goals
- Counselors participate in Ad Team Meetings
- Consistent communication between counseling and administration

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## Northglenn Middle School

### Year 3 of Grant (continued)

- Administration understands the role and practice of school counselors
- 504's assigned to administrator, counselors still involved
- Counselors facilitate grade level core meetings
- District-wide counseling curriculum implemented at each grade level

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## Northglenn Middle School

### Year 4 of Grant (2016-17)

- Minimal staff departures
- Excitement about returning to work and beginning school year
- Already established team mentality and working relationships
- Systems already in place/consistency
- Focus on continuous growth and improvement
- Continued focus on rigour in the classrooms

~~Counselors looped with students/continued to build upon already existing~~

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## STEM Launch

### School Demographics

K - 8 in Thornton, Colorado

Title 1

900 Students

Science, Technology, Engineering, & Math

Problem Based Learning

### Leadership

Same administration throughout grant

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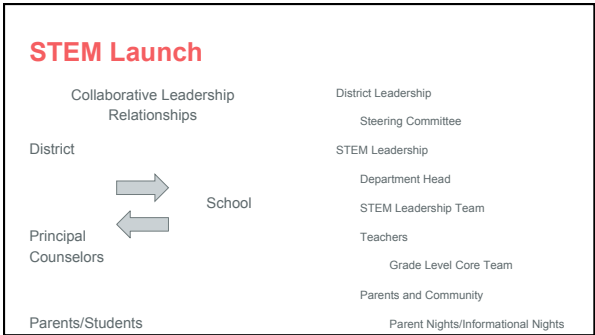
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**Reflection Activity**

How is leadership shared in your district?

How is leadership shared in your school?

How are you part of the decision-making process?

How can you become part of the decision-making process?

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