

Rhonda Williams Ed.D.,
LPC., NCC.

Professor- UCCS

Designated CDE
Consultant for Corps Grant.

By three methods we may
learn **wisdom**:

First, by reflection, which is the
noblest;

Second, by imitation, which is
easiest;

Third, by experience, which is
the bitterest.-- Confucius



Reflection: Advocacy: Sustainability:

Reflections:

- How did your Counselor Corps action plan reflect on your school and school counseling program mission?
- What impacted you most through this experience?
- What mistakes, challenges, difficulties did you learn from?
- How did you make a difference in your school?
- Who would you tell?



Our lives begin
to end the day
we become
silent about
things that
matter.

Advocacy

Martin Luther King, Jr.

ONE

Ways to Share/Advocate

End of year faculty meeting

Leadership Meeting

Advisory Council

PTA meetings and newsletters

SC bulletin boards

School board presentation.



Reflection on How to Advocate

- Explain what the data tells you about your intervention:
 - What worked,
 - What didn't,
 - What else might be needed.
 - What adjustments might you make?
- Who are your stakeholders?
- How will stakeholders know the results of your program?

Do's for Advocacy

- Make it easy.
- Write succinctly on results report template, supporting graphs and charts
- Pay attention to all types of data
- Know what your results are actually telling.
- Develop meaningful perception data
- Use mindsets and behaviors to describe change
- Develop a culture of informing others
- Pay attention to the activities that do not seem to work
- Use result to hone interventions

Don'ts to Advocacy

- Don't quit when the results are counter to what you hoped
- Don't discount small results. They might turn out to be significant
- Don't continue to do something that had been documented as ineffective
- Don't forget to think seriously about the implications of your results.
- Don't forget to use all three types of data
- Don't confuse perception data with outcome data
- Don't use meaningless data.
- Don't create long and complicated data assessments
- Don't create charts that lack meaning.



Change is easy to
propose, hard to
implement, and
especially hard to sustain.

Andrew Hargreaves

Sustainability

Sustainability: ON Going Learning

- Where are we now?
- Where do we want to go?
 - What is working,
 - What needs to be tweaked,
 - What needs to be replaced?
 - Why were things successful or unsuccessful?
- How will we get there?
- How will we keep the momentum going?

Hutton (2015 Evidenced Based School Counseling Conference)

6 Steps to Ensure Sustainability:

- Keeping the **priorities** the priorities- don't let your eye wander from the most important interventions you are implementing.
- Ensure that you **continue to monitor** the fidelity of intervention implementation and collect data regarding outcomes continuously.
- **Build a data system** that provides regular updates that are easy to manage and relevant to the school's goals.
- Strive to create systems that are **efficient and economical**, so you are not spending all your time in maintenance and data-crunching roles.
- Choose **evidence-based practices** when possible.
- **Celebrate successes** and improvements along the way.

So What Now?

- What plan have you developed to maintain these positions, programs, impact?
- What will you adjust?
- Who will you include?
- What do you want it to look like 5-10 years from now?

Advise for the next generation

What would
you tell the
next
generation
of grantees?

The past is your lesson.
The present is your gift.

The **future**
is your motivation.

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