



Supporting Students with Unfinished Learning and Diverse Needs

Counselors and Counseling Leadership
Job Alike Session

May 12th, 2021



District Management Group | Helping Schools and Students Thrive

Agenda

Welcome & Overview

Sharing Insights pt. I

Learning from Peers pt. I

Sharing Insights pt. II

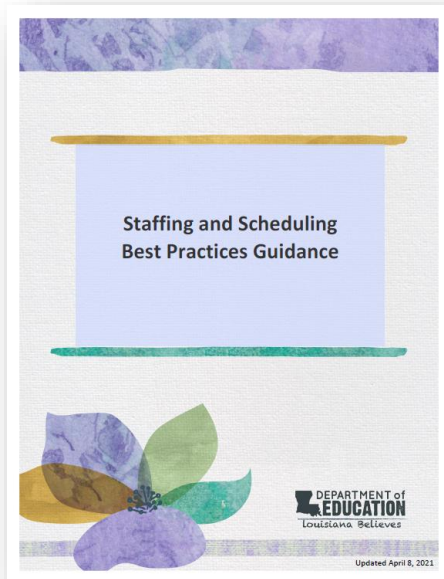
Learning from Peers pt. II

Closing



The Louisiana Department of Education has partnered with District Management Group, a Boston-based public education consulting firm.

LDOE Partnership with District Management Group (DMGroup)



Comprehensive Guidance Document

- Details best practices for addressing unfinished learning and meeting the needs of diverse learners
- [Document Link](#)



Supports for LEAs in Implementing Best Practices (*Spring – Fall 2021*)

- Live webinars, resource sharing sessions, and question & answer sessions
- Opt-in intensive regional technical support and district specific coaching



LEAs can opt into additional supports with DMGroup for targeted and more personalized technical assistance for a small fee.



Regional Technical Support Series

- Three regional technical support sessions for LEAs to **receive in-depth training and guidance** on best practices from DMGroup experts.
- Individualized **“just-in-time” coaching sessions** for LEAs with DMGroup experts to discuss LEA-specific questions and challenges.

Pricing: \$2,500 per LEA – Covers Regional Technical Support Series and Coaching Support.

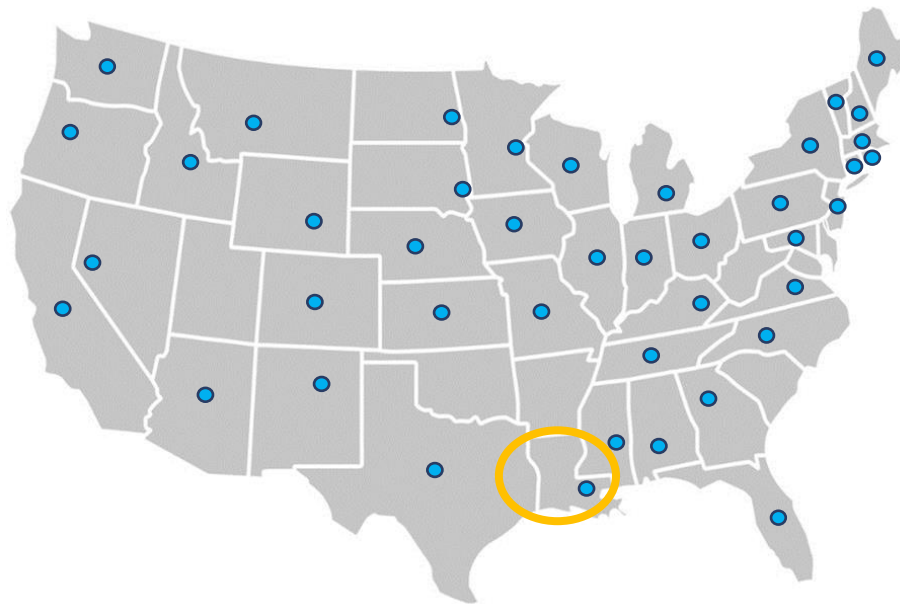
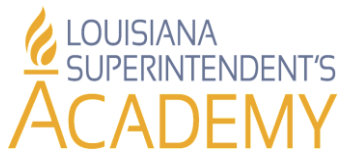
Note: This support is subsidized by LDOE and qualifies for CARES Act Funding. Systems may bring a team of up to 8 leaders.

Register by June 18th

[**Link to Learn More**](#)

DMGroup brings experiences from hundreds of districts and agencies of all sizes and types from across the US, including many from Louisiana.

DMGroup Experience



700+
Districts

40+
States

10+ million
Students Supported



Job alike sessions are in direct response to the request of school and district leaders across Louisiana for a forum to collaborate with peers.

Rationale Behind Job Alike Sessions

- **LDOE and DMGroup interviewed districts and networks across Louisiana :**
 - Resounding feedback that there was a desire for:
 - Opportunity to collaborate between districts across the state
 - Collaboration needed to be virtual and easy to access
 - Discussion topics needed to be relevant and practical



- **LDOE and DMGroup are responding to your needs:**
 - 4 Job Alike Groups, with 3 rounds of sessions over the next several months
 - Topics for discussion are and will continue to be based on the input and voices of participants
 - Job alike sessions are a new format for us and for you
 - We will incorporate your feedback and continue to improve the structure and focus of sessions.



Job Alike sessions bring together individuals from across the state who serve in similar positions.

Overview of Job Alike Session



1. **Sharing Insights** – DMGroup will share relevant guidance and best practices based on the input of session registrants.

Today's topics include:

- Maximizing Reach of Counseling Supports
- Allowing Staff to Focus



2. **Learning from Peers** – Session participants will join breakout sessions to have small group discussions with their peers.

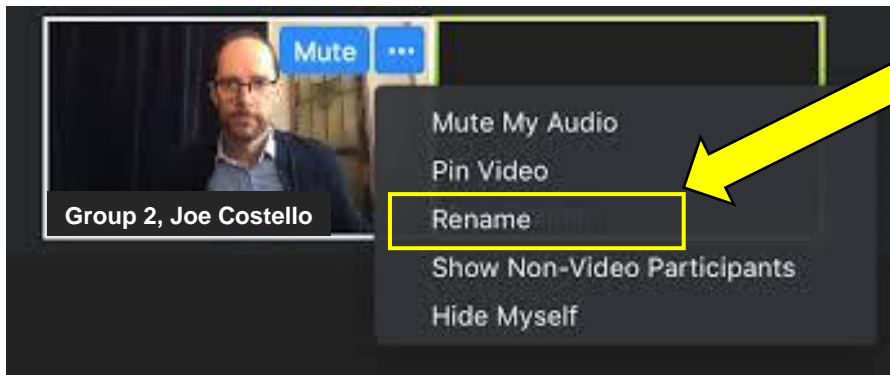


Please change your 'name' on zoom based on the breakout room that best fits you.

Directions for Breakout Rooms

- There will be 3 types of breakout rooms for this session based on specific criteria:
 - Group 1: Elementary Counselors
 - Group 2: Secondary Counselors
 - Group 3: Counseling/District/School Leadership
- Change your name on Zoom to the following:
 - Group #, Name
 - Ex.

Group 2, Joe Costello



To rename on Zoom:

- Click on your picture in the Zoom window
- Click on the three dots (...), then select 'Rename'
- Rename yourself according to your desired breakout room.



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There are established best practices to help address unfinished learning—our session today will focus on two interrelated topics.

Overview of Best Practices

High-Quality Core and Literacy Instruction

- 1 High-quality core instruction is the foundation.
- 2 Effective literacy instruction is central to student success.

Extra Instructional Time from Content Strong Staff

- 3 Students with unfinished learning and diverse learners need extra instructional time to catch up.
- 4 Both core instruction and acceleration must be provided by content strong staff.

Today's Focus

Social & Emotional Needs and Equity Matter Greatly

- 5 Meeting the social, emotional, and behavioral needs of students supports academic achievement.
- 6 Equity should be at the forefront of all these strategies.



District Academic Leadership Topics

1 Maximizing Reach of Counseling Supports

2 Allow Staff to Focus



Districts, networks, and schools might consider maximizing the reach of existing counseling staff, while augmenting with outside service providers.

Maximizing Reach of Counseling Supports

1

- **With Current Staffing:**

- Minimize paperwork and non-essential meetings.
- Use a combination of small group and 1:1 when appropriate.

- **With Outside Service Providers:**

- Augment counseling supports using 3rd party providers, both in-person and remote/virtual.
- Use federal funds to pay for additional service providers.



Expand the reach of mental health and counseling staff.

1

Sample Counselor Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
Counseling	Counseling	Counseling	Counseling	Counseling
	IEP Meetings			
Other	Other	Other	Other	Other

Space out and plan **IEP meetings for designated times** of the week

Streamline meetings and paperwork for staff with mental health counseling skills

Shift responsibilities to allow staff to **play to their strengths**



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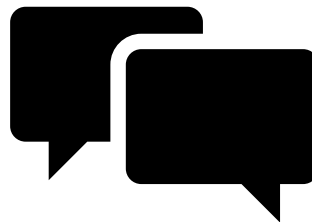


Opportunity to Learn from Peers

Directions:

- Identify a facilitator for the group, if no volunteers, the person with a birthday earliest in the calendar year will serve as facilitator.
- Discussion Questions:
 1. ***What is one strategy that you are going to use in the upcoming school year related to maximize the reach of counseling supports?***
 2. ***What is one challenge for which you would like help from the group related to maximize the reach of counseling supports?***
- Group members are then encouraged to ask clarifying questions and respond.

~ Group Discussions will last for 20 Minutes ~



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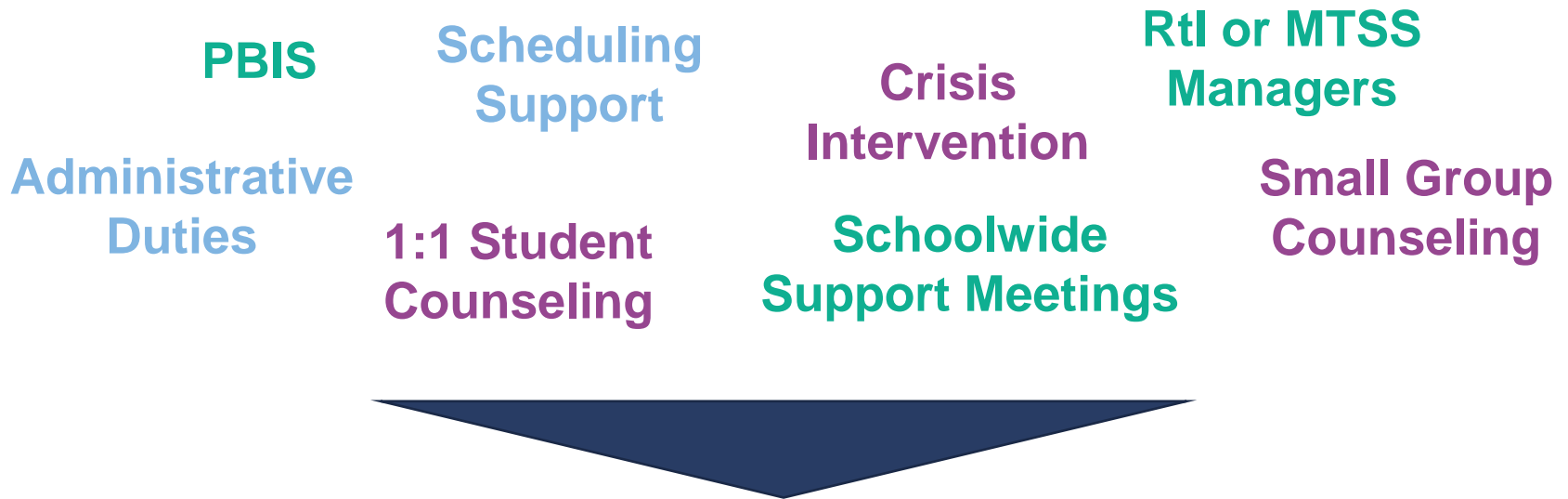


District Academic Leadership Topics

1 Maximizing Reach of Counseling Supports

2 Allow Staff to Focus





Counseling Priorities for SY21-22:

- 1:1 Student Counseling
- Small Group Counseling
- Crisis Intervention

Counseling staff are often assigned very broad roles, regardless of their specific strengths, prior training, or expertise.

Allow Staff to Play to Their Strengths

2

Counselors Are Often Tasked With:

- Analyzing student achievement, attendance, and discipline data
- Coordinating schoolwide counseling interventions
- Providing group counseling supports
- Providing 1:1 counseling supports

Preferred Tasks Based on Strengths



Counselor A

Expertise and comfort in data analysis & school-wide initiatives



Counselor B

Deeply trained in and prefers delivering counseling interventions



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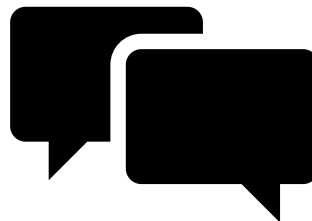


Opportunity to Learn from Peers

Directions:

- Identify a facilitator for the group, if no volunteers, the person with a birthday earliest in the calendar year will serve as facilitator.
- Discussion Questions:
 1. ***What is one strategy that you are going to use in the upcoming school year related to allowing staff to focus?***
 2. ***What is one challenge for which you would like help from the group related to allowing staff to focus?***
- Group members are then encouraged to ask clarifying questions and respond.

~ Group Discussions will last for 15 Minutes ~



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The next round of job alike sessions, incorporating updated guidance and feedback, will take place in mid July.

Upcoming Support Activities

Participants must register in order to attend these sessions. Registration links will be forthcoming.

Date and Time	Webinar Title and Registration Link
July 13 at 11 am CST	Job Alike Session: District Academic Leadership
July 13 at 1 pm CST	Job Alike Session: Diverse Learners Leadership
July 14 at 11 am CST	Job Alike Session: Counselors and Counselor Leadership
July 14 at 1 pm CST	Job Alike Session: School Leadership



Q & A



Survey





District Management Group

Helping Schools and
Students Thrive

If you have any comments or questions about the contents of this document, please contact District Management Group:

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