1997-2007: Taken Out of Code

- Counselor numbers
  + Drop 46% (from 2120 to 1150)

- Preparation programs
  + Drop 67% (from 12 to 4)

- DE and AEA support
  + Reduced

- Monitoring of school counseling programs
  + Discontinued
2007-2008: STATE TASK FORCE

- Convened by DE
  + School counselors reinstated in code.
  + Administrative rules adopted.
  + School counseling framework developed.
  + School counselor contact identified by all AEAs.
  + Summer state academy, 4 AEA academies held.
    - Training of trainers
    - ISCA/DE/UNI support
    - 60 trainers, 5-9 from each AEA
2008-2009: AEAs offer academies

- All AEAs held 4-12 days of PSC academies.
  + DE support available for training
  + Four AEA consultants assisted:
    - Jill Helm       NW AEA
    - Linda Linn     AEA 8
    - Sue Schirmer   AEA 11
    - Cindy Swanson  AEA 9
  + Day 4 academy evaluation
- Statewide school counselor survey
2008-09: Findings from Day 4 Surveys

The analysis of the information gathered from all statewide responses of the 4\textsuperscript{th} day of the four-day Academies definitely showed the need for more training regarding:

- **Data**
  - How to use
  - How to collect
  - How to make simple

- **Leadership**
  - Is called upon often
  - Makes decisions
  - Supports
2009: Findings from IPSC Survey

- 673 respondents
- School counselors are:
  - Advocates, partners, and collaborators
  - Using data
  - Limited by the restricted opportunities for PD
  - Burdened by paperwork and big case loads
  - Recognized and appreciated
2009-2010: Leadership Summit

- 1st Annual School Counseling Leadership Summit
- Sponsored by DE
- Participants:
  + K-12 PSC
  + AEAs
  + LEAs
  + Higher Ed
  + ISCA
  + DE
2009-2010: Summit Goals

- Identify, for school counseling in Iowa:
  - Current reality
  - Desired state
- Make explicit
  - Educational landscape in Iowa
  - Context in which school counselors are working
- Develop an action plan for better school counseling programs:
  - Using Iowa School Counseling Framework model, and
  - Using Iowa’s Administrative Rules
- Build, in the participants:
  - Leadership skills
  - Greater sense of cohesiveness
- Encompass, from the Iowa Core Curriculum:
  - Appropriate, essential concepts and skills
2009-2010: Summit Work Groups

- Professional Development linked to the ICC
- Role Definition: “Counselor Quality”
- Shortages/Retention/Recruitment
- Public Relations, Marketing, and Advocacy
- Guidance & Counseling Integration
- System Coherence
- Resource Procurement and Sustainability
2009-2010 Professional Development

- **Hope**
  + Equitable and accessible professional development support for all PSC

- **Activities**
  + AEA academies (levels 1, 2, 3)
  + Professional development and networking
  + Seven (7) statewide ICNs
  + Three (3) webinars
  + ISCA state conference (2010 virtual conference)
K-12 CP’s Relationships with the ICC

- Curriculum links with Essential Skills and Concepts
- 8th-grade plan and ihaveaplaniowa
- Rigor, relevance, and relationship
- Positive and safe learning environments
- Sustained partnerships
- Employability skills
Employability Skills: Primary

- Practice leadership skills
- Demonstrate, in all activities:
  + Integrity
  + Ethical behavior
  + Social responsibility
- Demonstrate, by producing quality work:
  + Productivity
  + Accountability
**Employability Skills: High School**

- **Demonstrate:**
  - Leadership skills
  - Integrity
  - Ethical behavior
  - Social responsibility
  + While collaborating to achieve common goals

- **Demonstrate**
  - Initiative
  - Self-direction
  + Through high achievement and lifelong learning
  + While exploring the ways individual talents and skills can be used for productive outcomes in personal and professional life
## 2009: Characteristics of PSC

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Average Age</strong></td>
<td>45 years</td>
</tr>
<tr>
<td><strong>Percent Female</strong></td>
<td>73%</td>
</tr>
<tr>
<td><strong>Percent Minority</strong></td>
<td>3%</td>
</tr>
<tr>
<td><strong>Average Total Experience</strong></td>
<td>17 years</td>
</tr>
<tr>
<td><strong>Average District Experience</strong></td>
<td>11 years</td>
</tr>
<tr>
<td><strong>Number of Guidance Counselors</strong></td>
<td>1,273</td>
</tr>
</tbody>
</table>
## 2009: Age and Shortage Implications

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
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<tbody>
<tr>
<td>Under 25</td>
<td>27</td>
</tr>
<tr>
<td>25-30</td>
<td>120</td>
</tr>
<tr>
<td>31-35</td>
<td>153</td>
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<tr>
<td>36-40</td>
<td>163</td>
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<td>41-45</td>
<td>153</td>
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<tr>
<td>46-50</td>
<td>161</td>
</tr>
<tr>
<td>51-55</td>
<td>203</td>
</tr>
<tr>
<td>56-60</td>
<td>224</td>
</tr>
<tr>
<td>61-65</td>
<td>58</td>
</tr>
<tr>
<td>Over 65</td>
<td>11</td>
</tr>
</tbody>
</table>
2009: Shortages Abound

- Projected to graduate
  + K-12 counselors: 55-60

- Eligible to retire
  + K-6 counselors: 15
  + 7-12 counselors: 48

- Currently employed
  + K-9 counselor: 279
  + 5-12: 349
  + K-12: 646

New requirement: All school districts have school counselors
  • 362 districts
  • 1,508 buildings
## 2009: Salary by Enrollment

<table>
<thead>
<tr>
<th>Enrollment</th>
<th>Salary</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;300</td>
<td>$ 42,763</td>
</tr>
<tr>
<td>300-599</td>
<td>$ 48,413</td>
</tr>
<tr>
<td>600-999</td>
<td>$ 50,881</td>
</tr>
<tr>
<td>1,000-2,499</td>
<td>$ 54,372</td>
</tr>
<tr>
<td>2,500-7,499</td>
<td>$ 56,781</td>
</tr>
<tr>
<td>7,500+</td>
<td>$ 58,965</td>
</tr>
<tr>
<td>State</td>
<td>$ 54,678</td>
</tr>
</tbody>
</table>
CONVERSATION AND DIRECTION