

Essential Action Snapshot

The EAF consists of five Prioritized Levers that work together to coordinate and implement the individual planning system within the comprehensive school counseling program. Each Prioritized Lever includes Essential Actions which describe what the most effective school counseling program leaders and staff do to implement a strong individual student planning system.



Lever 1: Strong Program Leadership and Planning

- 1.1 Develop clear data-driven goals for the individual planning system to graduate all students to be ready for college and career, including careers in the military.
- 1.2 Set K-12 grade level expectations for academic development, career development, personal and social development, and financial literacy to ensure all students are on-track to graduate prepared for postsecondary success.
- 1.3 Develop an organizational structure for the school counseling program staff, and internal partners who will be responsible for the implementation of advising services that lead all students toward grade level expectations.
- 1.4 Identify tools and resources to support the leadership and planning of the individual planning system.
- 1.5 Identify external partners to fill gaps in the implementation of effective advising.

Lever 2: Effective, Well-Supported School Counselors and Advisors

- 2.1 Recruit, select, assign, induct, and retain highly-qualified school counseling program staff to lead the implementation of the individual planning system.
- 2.2 Build school counseling program staff capacity and efficacy through frequent check-ins and evaluation cycles.
- 2.3 Build school counseling program staff knowledge and expertise through ongoing professional development that focuses on ensuring equal access as well as deepening advising skills to support student's academic, career, and personal and social development and financial literacy.

Lever 3: Internal School Culture of Advising

- 3.1 Integrate the district's vision, mission, and goals into the individual planning system.
- 3.2 Require training on the fundamentals of advising for all district staff who work directly with students and include additional required advising-related training for staff with specific advising support roles.
- 3.3 Communicate programmatic updates and student metric tracking to staff and community partners throughout the year to facilitate shared understanding, responsibility, and urgency.
- 3.4 Engage all students in the individual planning system as key stakeholders throughout program development, delivery, and evaluation to support students in taking ownership over their postsecondary planning.
- 3.5 Involve families and the community as key stakeholders throughout program development, delivery, and evaluation.

Lever 4: Effective External Partnerships

- 4.1 Strategically select external partnerships to fill gaps in service delivery and provide intended student services.
- 4.2 Consistently manage external partnerships.
- 4.3 Consistently evaluate external partners against program goals.
- 4.4 Communicate programmatic updates and student metric tracking to all external partners throughout the year to facilitate shared understanding, responsibility, and urgency.

Lever 5: High Quality Advising Materials and Assessments

- 5.1 Define a quality standard for materials, tools, and resources that support college, career, and military awareness, exploration, and preparation.
- 5.2 Integrate materials into the individual planning system to support parent and family engagement.
- 5.3 Provide adequate time and training for fidelity of implementation.