



North Colonie Central Schools Comprehensive School Counseling Plan

The North Colonie Central School District developed this comprehensive school counseling plan to reflect the district's mission and three pillars of Academic Excellence, Equity, and Social Emotional Health. The American School Counselor Association National Model and the New York State Department of Education regulations serve as the planning framework in conjunction with the core beliefs of the North Colonie K-12 School Counseling Department.

This plan is in accordance with the NYS Education Department's Comprehensive Developmental School Counseling Program- [Commissioner's Regulation §100.2\(j\)](#), developed using the American School Counselor professional standards and competencies, which specifies that:

- School districts must develop district-wide and building-level comprehensive developmental school counseling/guidance plans to foster and support positive student outcomes, both current and future.
- Plans are developed by or under the direction of certified school counselors and include program objectives, activities, program development and maintenance planning, school counseling curriculum, professional development planning, and evaluation methods based on data analysis of program results.
- Plans are updated annually, available for review at the district offices, and made available on the district's website. Data is utilized to identify gaps, inform program improvement and assessment of necessary resources, and support all students.
- The plan shall present program objectives, which describe expectations of what students will learn from the program; activities to accomplish the objectives; specifications of the staff members and other resources assigned to accomplish the objectives; and provisions for the annual assessment of the program results.

North Colonic Central Schools District Pillars and Mission Statement

All students are provided the opportunity and necessary support to engage in relevant, challenging work which contributes to their academic and social growth and development.

All staff, teachers, and administrators are part of a larger learning community working together to build collective capacity in order to provide a high-quality, relevant, equitable education for all.

Three Pillars

Academic Excellence

Creating engaged & empowered learners.

Equity

Innovating to promote excellence and avoid opportunity gaps.

Social-Emotional Health

Ensuring student and staff safety and well-being.

THREE PILLARS



Academic excellence,
identifying and addressing
continuity of learning.



Equity, innovating to
promote excellence and
avoid opportunity gaps.



Social emotional health,
ensuring student and staff
safety and well-being.

K-12 School Counseling Department Mission, Vision

Mission Statement

The North Colonie Central School District's Counseling mission is to promote success for all students. Through the implementation of a comprehensive K-12 school counseling program aligned with [National](#) and [State](#) standards, School Counselors deliver a program that is developmentally appropriate, proactive, and accessible to **ALL**.

Vision Statement

Students of North Colonie schools will be empowered to achieve academic goals and social-emotional wellness, providing future educational or career opportunities through a comprehensive, data-driven, and culturally responsive program. We strive to create a safe and inclusive learning environment where all students feel valued and supported and have the skills and confidence to reach their full potential as global citizens. By collaborating with schools, staff, families, and community partners, we aim to promote equity and remove barriers to student success.

K-12 Program Overview

The primary objective of the School Counseling program centers on the holistic development of all students at each grade level. Emphasis is placed on assisting each child in affective development, career awareness, and taking advantage of all North Colonie's educational system has to offer. The purpose of North Colonie's School Counseling program is to foster the emotional, academic, social, and career development of all students by utilizing resources from home, school, and community. Our comprehensive developmental program is preventive and proactive. It emphasizes self-concept development, career exploration, the acquisition of skills in interpersonal relationships, and preparing students to be lifelong learners and contributing members of their communities.

- Parental involvement at all grade levels is a significant factor in the school counseling program's effort to develop responsible decision-making in these key areas. The counseling staff frequently integrates the additional assistance of peers, faculty, administrators, college and employment personnel, and other community resources as facilitators in this decision-making process.
- At the elementary level, counseling services are provided for all children in both cognitive and affective areas of development. The program shall be designed in coordination with the teaching staff to prepare students to participate effectively in their current and future educational programs, to help students who exhibit any attendance, academic, behavioral, or adjustment problems, and to educate students concerning personal safety.
- At the middle school level, students are provided assistance and counseling services through individual, group, and classroom sessions. Counseling services address academic, developmental, social, transitional, and behavioral issues. A certified school counselor conducts Annual programming conferences individually and in groups. Course selections are completed annually in consultation with teachers, parents, and students. Introductory career concepts are taught as students begin the career exploration process.
- In high school, counseling services are provided in group and individual sessions. Students, parents, staff, and other appropriate individuals meet with school counselors in an area equipped with various counseling tools and materials, including a school counseling information computer system. A certified school counselor conducts Annual programming conferences individually and in groups. Career topics are pursued in various ways by certified school counselors and classroom teachers in conjunction with the School Counseling Department.
- Crisis intervention services are implemented when needed to support the student and to guide the family to appropriate resources.
- School counselors work with students, families, parents, teachers, administrators, and support staff to promote student learning and progress. Student wellness, along with healthy decision-making is continually addressed, supporting each student's growing level of independence and each individual student's academic skill development.

Annual Review of Plan

The North Colonie Central School District School Counseling Plan will be reviewed on an annual basis under the following:

- Annual Review of Plan: K-12 Areas of concern, identified through discussion, will be prioritized and addressed at predetermined monthly School Counseling Department meetings. Through this process, any element of the School Counseling Plan will be revised during department meetings in May and June.
- When regularly scheduled registration procedures occur at Shaker High School, the School Counseling Plan will be reviewed by the Bureau of Guidance of the New York State Education Department. All reports submitted by the State Education Department will be included in the review process during that year and reported to the Board of Education during December of each year.

School Counselors

Name	Building	Caseload
Sarah Conway	Loudonville	Schoolwide caseload of ~450 students K-5
Leah Hyldelund	Southgate	
Julia Morris	Latham Ridge	
Alex Nizolek	Forts Ferry	
Tony Rivera	Blue Creek	
Sari VanSleet	Boght Hills	
Annie Chu	Shaker Middle School	Grade Level caseload of ~250 students. <i>Counselors follow a cohort of students throughout middle school.</i>
Melissa Esannason	Shaker Middle School	
Robyn Hayes	Shaker Middle School	
Scott Iovinella	Shaker Middle School	
Cleonise Rajcoomar	Shaker Middle School	
Kathryn Finch	Shaker Middle School	
Pamela Birnbach	Shaker High School	Student-based caseload across multiple grade levels of ~270 students. <i>Counselors follow individual students for 4 years of high school</i>
Michael Bruni	Shaker High School	
Jackie Coughlin	Shaker High School	
Lavaughn Garland	Shaker High School	
Arnel Joyner	Shaker High School	
Erin Larkin	Shaker High School	
Patricia Russell	Shaker High School	
Caroline Testa	Shaker High School	

North Colonie Central Schools Framework for K-12 School Counseling



K-12 School Counseling Program

(Program focus by level)

Elementary School (K-5)

- Classroom lessons
- Foundational Social Skills
- Identity, Self-Concept & Belonging
- Skill building
- Problem-solving
- Small groups for targeted skills
- Middle School Readiness



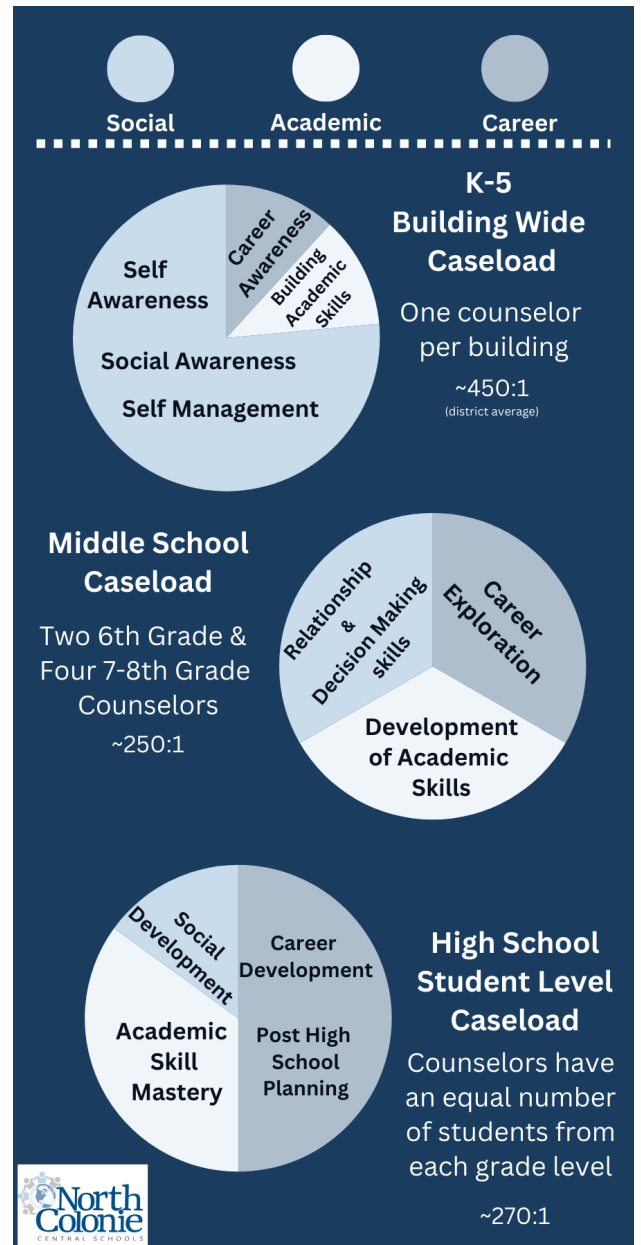
Middle School (6-8)

- Classroom lessons
- Development of Social Skills
- Career Planning
- Student Annual Progress Reviews
- Fostering Independence & Advocacy
- Empowering Students to Create a Culture of Dignity & Respect
- Executive Functioning Development
- Small groups
- High School Readiness



High School (9-12)

- Individual Meetings
- Student Annual Progress Reviews
- College & Career Planning
- Graduation Requirements
- College Readiness
- Development & Implementation of Post-High School Plans



*A detailed scope and sequence of the K-12 counseling plan can be accessed [here](#).