



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 Colonie 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 making is continually addressed, supporting each student's growing level of independence and each individual student's academic skill development.

School Counselors

| Name | Building | Caseload |
|--------------------|----------------------|---|
| Sarah Conway | Loudonville | Schoolwide caseload of ~450 students K-5 |
| Leah Hydellund | Southgate | |
| Julia Morris | Latham Ridge | |
| Alex Nizolek | Forts Ferry | |
| Tony Rivera | Blue Creek | |
| Sari VanSleet | Boght Hills | |
| Annie Chu | Shaker Middle School | |
| 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 | |
| Sharon Anderson | Shaker High School | Student-based caseload across multiple grade levels of ~250 students. <i>Counselors follow individual students for 4 years of high school</i> |
| Pamela Birnbach | Shaker High School | |
| 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


K-5 Building Wide Caseload

One counselor per building
~450:1





Middle School Caseload

Two 6th Grade & Four 7-8th Grade Counselors
~250:1



High School Student Level Caseload

Counselors have an equal number of students from each grade level
~250:1

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