

# Graduation Ready Counselor Workshop

## Regional Training Sessions

Fall 2017



**Chandrea Walker, Director of Counseling & Support Services**  
**Jenn Trammell, K-8 Counseling Coordinator**  
**Kathy Mangum, Counseling Supervisor**

## Agenda

Time	Topic
8:00-8:30	Registration
8:30-10:00	<ul style="list-style-type: none"> <li>• Graduation Options Review</li> <li>• Counseling Program Needs</li> <li>• Math Curriculum Updates</li> </ul>
10:00-11:30	<ul style="list-style-type: none"> <li>• ASCA National Model</li> <li>• College &amp; Career Readiness Resources</li> </ul>
11:30-1:00	Lunch on Your Own
1:00-2:30	<ul style="list-style-type: none"> <li>• Early Warning System</li> <li>• Individual Success Plan</li> <li>• Suicide Prevention</li> </ul>
2:30-3:30	Q & A



## Mississippi Department of Education

### VISION

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens

### MISSION

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community



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## State Board of Education Goals FIVE-YEAR STRATEGIC PLAN FOR 2016-2020

1. All Students Proficient and Showing Growth in All Assessed Areas
2. Every Student Graduates From High School and is Ready for College and Career
3. Every Child Has Access to a High-Quality Early Childhood Program
4. Every School Has Effective Teachers and Leaders
5. Every Community Effectively Using a World-Class Data System to Improve Student Outcomes
6. Every School and District is Rated "C" or Higher



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**MS Graduation Options: Test Your Knowledge !**

**Kahoot!**



**The Education of Omarina**



## The Education of Omarina

### The Education of Omarina

FRONTLINE picks up the story of Omarina Cabrera, who was struggling in middle school when viewers first met her in 2012. The intervention of teachers helped her find her footing and find a place in an elite New England private school. Now, she heads to college.



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## The Education of Omarina

1. What is the data being used to determine dropout?
2. How is the intervention developed?
3. Who is involved in the intervention?
4. What were the key factors in the intervention that assisted Omarina in being successful?
5. How was the transition from middle school to secondary handled?
6. How was Omarina able to stay “on track” in secondary?



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## Team Time

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What resources/training do you need to graduate college and career ready students?

How will you structure your counseling program (with regard to the new Traditional Diploma w/endorsements)?

## Math Curriculum Updates

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## Ready for High School Math

(Year 1 implementation, 2017-2018)

- Available to Grade 8 and 9 students, or any special needs student in Grades 6 or higher.
- Emphasizes the understanding of math concepts, as opposed to memorizing procedures.
- Students come to understand why a certain formula or method is used to solve a problem. By engaging students in real-world applications, the course develops the critical-thinking skills that students need throughout their high school studies.



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## Ready for High School Math

(Year 1 implementation, 2017-2018)

Approximately 25 schools are piloting the Ready for High School courses in ELA, Math, or both.

### Math Course Unit Overview

Unit 1: The Number System

Unit 2: Ratio and Proportional Relationships

Unit 3: Probability and One-Variable Statistics

Unit 4: Expression, Equations, and Inequalities

Unit 5: Geometry

Unit 6: Functions and Linear Relationships

Unit 7: Systems of Equations

Unit 8: Capstone Project



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## SREB College Readiness and Essentials for College Readiness Courses

(Year 3 implementation, 2017-2018)

SREB College Readiness	Essentials for College Math
Grade 12 students	Grade 12 students
3-day training, required endorsement (929)	3-day training, required endorsement (929)
ACT Math Sub-Score below 15	ACT Math Sub-Score between 15 and 18



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## SREB College Readiness and Essentials for College Readiness Courses

(Year 3 implementation, 2017-2018)

- In an effort to better prepare high school students for the transition to postsecondary study, Mississippi in conjunction with Southern Region Educational Board and seventeen other states have developed this course to align with college and career readiness standards.
- Based on Mississippi Institutions of Higher Learning (IHL) Policy 608, students who complete this course with an 80 or above will not be required to take the corresponding remedial courses for College Algebra or at any of the eight public Mississippi Universities.



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## SREB College Readiness and Essentials for College Readiness Courses

(Year 3 implementation, 2017-2018)

- Required 3-day training for teachers of either the SREB College Readiness Course (**Math: 270740, Literacy: 230150**) or the Essentials for College Readiness Course (**Math: 270715, Literacy: 230185**) will be held in January 2018 and July 2018.
- January 2018 trainings will take place in the Jackson area only. *Tentative dates: January 10, 11, and 12 due to Winter Holidays and Dr. Martin Luther King, Jr.'s Holiday.*
- July 2018 trainings will take place in the Jackson and Batesville/Oxford areas simultaneously. *Tentative dates: July 25, 26, and 27 to allow schools/districts the opportunity to register newly-hired teachers.*
- Registration information will sent out via administrator and content area listservs a month prior to each training.
- All trainings are conducted by SREB-certified Master Trainers and awards a certification of attendance with 2.4 CEUs. *Note: It is the teacher's responsibility to complete the endorsement application and submit it to the Office of Licensure along with their certification of attendance—which will be provided by SREB after the training concludes.*
- Teacher travel expenses are the sole responsibility of the district.
- All training materials will include hard-copies and are provided at each training by the MDE and SREB.



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## Advanced Technical Mathematics

(Year 2 implementation, 2017-2018)

- An introduction to the mathematical understanding and skills used in career and technical education and entry-level positions in technical jobs.
- Facilitated virtually by the Research and Curriculum Unit (RCU) at Mississippi State University
- Requires prior approval from the Office of Secondary Education at the MDE



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# Advanced Technical Mathematics

(Year 2 implementation, 2017-2018)

## Student Requirements

- Must be completer of one CTE pathway
- Approximately two hours [typical CTE block] per school day
- Comfortable using a computer
- Can set goals and deadlines for self
- Can keep self on track and on time
- Does not quit just because things get difficult
- Can learn by listening
- Can learn by reading
- Willing and able to work on their own
- Willing and able to figure out how to solve problems
- Willing to seek help when stuck

## School Requirements

- Licensed teacher to facilitate
- Suitable environment, such as a workstation in a CTE counselor's office or monitored computer lab
- Computer with reliable operating system and capability to play video and audio, reliable internet connection, scanner, printer

## Topics Covered

Solving application problems involving:

- Operations with rational numbers
- Ratios, proportions, and percents
- Integers
- Measurement of distances, area, volume, mass, angles, time, and money
- Algebraic expressions and equations
- Geometry, including angle measure, area, surface area, and volume
- Trigonometry

## Mathematical Practices

In addition to **procedures** and **strategies** for solving specific types of problems, this course is designed to teach mathematical **practices** so that students will know how to approach new kinds of problems they will face on the job. These practices are:

- Make sense of problems and persevere in solving them.
- Approach problems with reasoning.
- Construct viable arguments and critique the reasoning of others.
- Model with mathematics (apply mathematics to solve problems in life, society, and the workplace).
- Use appropriate tools strategically.
- Attend to precision.
- Look for and make use of structure.



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# Contact Information

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Office of Secondary Education

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# Questions?



# ASCA National Model

Applying to be a recognized ASCA Model Program (RAMP)



<https://www.schoolcounselor.org/>

## ASCA National Model



### Four Elements of the ASCA National Model:

#### Foundation

- Beliefs and Philosophy
- Mission
- Domains
- ASCA National Standards and Competencies

#### Delivery System

- Guidance Curriculum
- Individual Student Planning
- Responsive Services
- Systems Support

#### Management Systems

- Management Agreements
- Advisory Council
- Use of Data
- Action Plans
- Use of Time
- Calendars

#### Accountability

- Results Report
- School Counselor Performance Standards
- Program Audit

## Recognized ASCA Model Program (RAMP)

### What is RAMP?

- It is a school counselor program based on the ASCA National Model.
- It is a recognition program for individual schools, not districts or school counselors.
- It allows school counselors the ability to create a program that aligns with a nationally accepted and recognized model.

## Recognized ASCA Model Program (RAMP)

### Why RAMP up your program?

Top 10 Reasons to RAMP:

<https://www.youtube.com/watch?v=7f0lZw10LO4&feature=youtu.be>

- Helps you evaluate your program and areas for improvement.
- Increases counseling skills and knowledge.
- Enhances your program's efforts toward academic achievement and student success.
- Allows schools counselors to showcase a comprehensive, data driven school counseling program to all stakeholders.
- Your school will be recognized as an exemplary educational environment.



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## Recognized ASCA Model Program (RAMP)

### Current Mississippi RAMP Schools:

- Brandon Elementary School , Brandon
- Hernando Middle School, Hernando
- Simpson Central School, Pinola\* (RAMP School of Distinction)
- Stonebridge Elementary School, Brandon
- Sumner Hill Junior High School, Clinton



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## Recognized ASCA Model Program (RAMP)

Two Phases of RAMP Implementation:

### Phase One: Planning

- Typically a one-to two-year process
- Conduct a program assessment
- Review school data
- Gain support from administration and fellow counselors

### Phase Two: Data Collection (a one year process):

- Chose appropriate program goals
- Collect baseline data based upon your goals
- Run results reports
- Include supportive materials such as charts
- Write your application narrative
- Proofread your application



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## Recognized ASCA Model Program (RAMP)

Seven Steps of the RAMP Application Process:

1. Review the basics of RAMP
2. Understand the overall requirements for each concept
3. Understand the scoring
4. Complete the online application
5. Upload the signature page
6. Complete your application payment
7. Review the online submission

8. \*All applications are due no later than October 15



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## Recognized ASCA Model Program (RAMP)

### Online Resources

[https://www.schoolcounselor.org/school-counselors/recognized-asca-model-program-\(ramp\)/ramp-resources](https://www.schoolcounselor.org/school-counselors/recognized-asca-model-program-(ramp)/ramp-resources)

- ASCA Implementation Guide
- Templates
- Scoring rubric
- Webinars
- Examples of outstanding RAMP Applications
- Videos
- Checklists



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## Recognized ASCA Model Program (RAMP)

**Wondering if your counseling program is ready for RAMP?**

**If you can confidently answer this question, “How are my students different because of what school counselors do?” than you may be ready to RAMP UP your program!**



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## Team Time

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One of the first steps is creating goals for your counseling program.

What are some SMART goals that your school could designate when implementing an ASCA RAMP program?

Specific

Measurable

Attainable

Realistic

Timely



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## College and Career Readiness

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## Career Development Resources



### MISSISSIPPI CAREER DEVELOPMENT Resource Document



### The Career Development Resource document will:

- establish common practices for career development
- serve as a guide for making local decisions about curriculum development, delivery and assessment in this important area

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## Career Development Resource Document

### Defining Career Development

- Career development is a lifelong process by which an individual defines and refines life and work roles. Career development education includes awareness of individual interests, skills, attitudes, talents and abilities, particularly as they change and develop during the educational experience.
- Career development education creates an awareness of the training and post-secondary options available to students after graduation and prepares students to:
  - make informed career decisions through an understanding of individual qualities necessary for job success
  - seek and use employment data and other resources to support decision making; and,
  - creates an awareness of the training and post-secondary options available.



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## Career Development Resource Document

### Connection of K-12 Career Development to School Counseling:

- The American School Counseling Association (ASCA) and the Mississippi Counselor Growth Rubric carry an expectation that school counselors will deliver a comprehensive, data-driven counseling program.
- School counselors address the academic, personal/social, and career development needs of all students.
- The MS Career Development Resource document will serve as support to school counselors when designing a comprehensive school counseling program that includes a core curriculum, individual student planning, and responsive services to address students' career development needs.



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## Career Development Resource Guide

### Individual Success Plan (ISP)

- School districts, using this document as a resource, should select activities to guide students in exploring strengths and interests, connect strengths and interest to a career pathway, and set career and academic goals based on a chosen pathway.
- The ISP should not be designed to limit student choice in college and career choice but provide an opportunity for students to connect school to interests and explore career pathways in a supportive environment.
- School counselors are responsible for ensuring that all students have an ISP by the 8<sup>th</sup> grade, plans will be revisited each year with students, and necessary changes will be made throughout the process.



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## Career Development Resource Guide

### Academic Resources

- ACT
- Advanced Courses
- Advanced Placement Courses (AP)
- Dual Enrollment Courses
- PSAT
- SAT
- High School college Readiness Courses
- Credit Recovery
- Mississippi Diploma Tracks
- Traditional Diploma Endorsement Options
- Course Sequencing
- Assessment Calendar
- Mississippi Institution for Higher Learning (IHL)
- NCAA Requirements



Mississippi Articulation and Transfer Tool (MATT)

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## Career Development Resource Guide

### Career and Technical Educational Resources

- Career Clusters and Pathways
- Student Organizations
- Student Services
- Mississippi Scholar Tech Master
- ACT Work Keys
- National Center for Construction Education and Research (NCCER)
- ProStart



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## Career Development Resource Guide

### Mississippi Career Development Resources

- Lesson Plans
- Pacing Guides
- Mississippi Career Exploration and Planning Expectations
- Professional Organizations
- Career Development Resources



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## Career Development Resource Guide

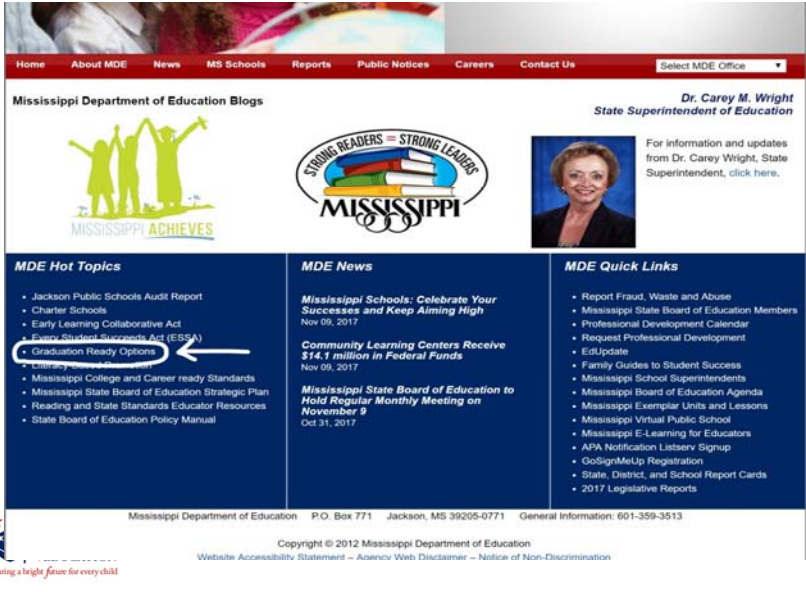
### Workforce Connections

- Career Academies  
<https://www.rcu.msstate.edu/SchoolInnovations/ImpactLearningWebsite/Opportunities/CareerAcademies.aspx>
- Work-based Learning (WBL) Opportunities
  - Apprenticeships
  - Job Shadowing
  - Career Fairs
  - Mentors



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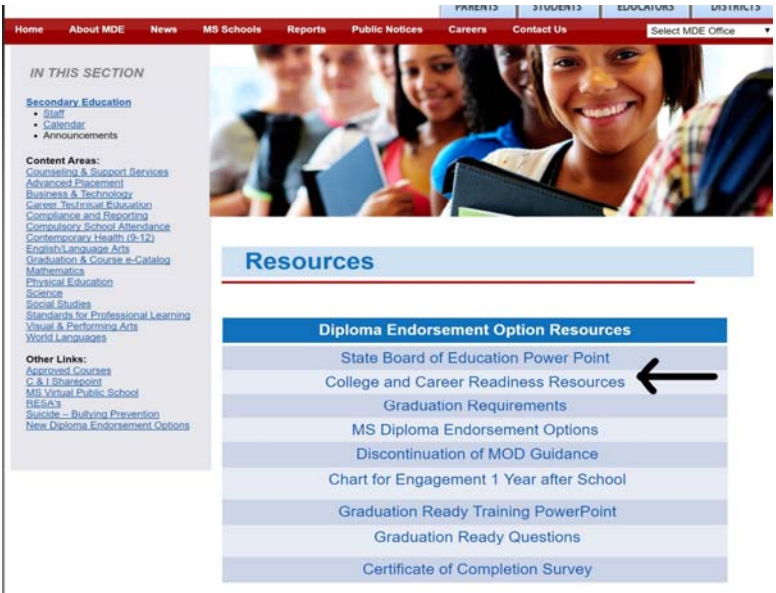
# Career Development Resources



## How to Access Career Development Resources:

- Go to [www.mde.k12.ms.us](http://www.mde.k12.ms.us)
- Scroll to bottom and click "Graduation Ready Options"

# Career Development Resources



- Click "College and Career Readiness Resources"

# Career Development Resources

MISSISSIPPI STATE UNIVERSITY  
RESEARCH & CURRICULUM UNIT

ABOUT US • COMMUNICATIONS • CURRICULUM • ASSESSMENT • PROFESSIONAL LEARNING • SCHOOL INNOVATIONS • RESEARCH & EVALUATION

MISSISSIPPI DEPARTMENT OF EDUCATION  
Ensuring a bright future for every child

COLLEGE AND CAREER READY

GOAL: Every Student Graduates from High School and is Ready for College and Career

Disclaimer: In the future, these resources will be accessed through the Mississippi Department of Education's website. X

Office of Secondary Education  
601-359-3461

Office of Special Education  
601-359-3498

COLLEGE AND CAREER READY RESOURCES ←

MISSISSIPPI DIPLOMA AND ENDORSEMENT OPTIONS RESOURCES

MISSISSIPPI DEPARTMENT OF EDUCATION  
Ensuring a bright future for every child

Click "College and Career Ready Resources"

# Career Development Resources

MISSISSIPPI STATE UNIVERSITY  
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601-359-3461

Office of Special Education  
601-359-3498

Disclaimer: In the future, these resources will be accessed through the Mississippi Department of Education's website. X

COLLEGE AND CAREER READY RESOURCES

- Approved Courses for the Secondary Schools of Mississippi
- Career Ready K-5 Activities
- College Preparatory Curriculum (CPC)
- Early Warning System
- MDE Office of Secondary Education Counseling and Support Services Resource
- MS Accreditation Accountability Standards
- (Coming Soon) MS Career Development Resources Guidance Document
- Mississippi Career Exploration and Planning Expectations (with links)
- Mississippi Career Exploration and Planning Expectations (without links)
- 2017-18 Procedures Manual for Dual Enrollment and Dual Credit

MISSISSIPPI DEPARTMENT OF EDUCATION  
Ensuring a bright future for every child

# Career Development Resources

Mississippi Career Development Pacing Guide 6 <sup>th</sup> –8 <sup>th</sup> grade				
	Grade	Description of Activity	Link to Resources	Timeline
Career Exploration	6 <sup>th</sup> Grade	Take an interest assessment at the "Career One Stop."	<a href="https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx">https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx</a>	
		Explore career clusters on the Bureau of Labor Statistics.	<a href="https://www.bls.gov/k12/content/students/careers/career-exploration.htm">https://www.bls.gov/k12/content/students/careers/career-exploration.htm</a>	
		Explore careers related to students' strengths, skills, and talents. Create an Action Plan with academic and personal goals.	<a href="https://kids.usa.gov/teachers/lesson-plans/jobs/index.shtml">https://kids.usa.gov/teachers/lesson-plans/jobs/index.shtml</a> <a href="https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf">https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf</a>	
7 <sup>th</sup> Grade	Individual Success Plan Brochure and introduction letter sent home.	<a href="https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf">https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf</a>		
	Host a parent night to educate parents about ISP including the 5-year academic plan. Understand the importance of academic success and consequences of falling behind.	<a href="https://secure-media.collegeboard.org/digitalServices/swf/college-ed/middle-school-educator-guide-1/index.html">https://secure-media.collegeboard.org/digitalServices/swf/college-ed/middle-school-educator-guide-1/index.html</a>		
	Show "Job Hunter" videos based on MS companies and careers. Connect students with videos based on chosen career cluster.	<a href="http://riseupms.com/planning/job-hunter/">http://riseupms.com/planning/job-hunter/</a>		
8 <sup>th</sup> Grade	Take the skills and work values assessment at the "Career One Stop."	<a href="https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx">https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx</a>		
	Show "Job Hunter" videos based on MS companies and careers. Connect students with videos based on chosen career cluster. Host/attend a career fair.	<a href="http://riseupms.com/planning/job-hunter/">http://riseupms.com/planning/job-hunter/</a>		
	Host parent night at the high school to educate parents on graduation requirements and high school opportunities. Focus on how academic and extracurricular choices differ from middle school	<a href="https://secure-media.collegeboard.org/digitalServices/swf/college-ed/middle-school-educator-guide-1/index.html">https://secure-media.collegeboard.org/digitalServices/swf/college-ed/middle-school-educator-guide-1/index.html</a>		



# Career Development Resources



## Mississippi Career Exploration and Planning Expectations

Each student should have an individualized success plan to help them make career and college decisions, plan a course of study, and make financial aid assessments with family members.

BY THE END OF THE 6TH GRADE	BY THE END OF THE 7TH GRADE	BY THE END OF THE 8TH GRADE	BY THE END OF THE 9TH GRADE
<p><b>A student should be supported to:</b></p> <ul style="list-style-type: none"> <li>take an interest assessment <a href="https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx">https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx</a></li> <li>explore careers related to students' strengths, skills, and talents <a href="https://kids.usa.gov/teachers/lesson-plans/jobs/index.shtml">https://kids.usa.gov/teachers/lesson-plans/jobs/index.shtml</a></li> <li>develop an awareness of career clusters and jobs relating to those career clusters <a href="https://www.bls.gov/k12/content/students/careers/career-exploration.htm">https://www.bls.gov/k12/content/students/careers/career-exploration.htm</a></li> <li>identify employability and social skills (e.g., work readiness, skills important to career success) and apply basic technological skills relating to a variety of careers <a href="https://www.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf">https://www.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf</a></li> <li>create an action plan with academic and personal goals <a href="https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf">https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf</a></li> </ul> <p><b>A student should know:</b></p> <ul style="list-style-type: none"> <li>why people need to work</li> <li>what college is, why people go, and the different types (2 year vs. 4 year)</li> <li>the relationship between personal qualities, education, training, and the world of work</li> </ul>	<p><b>A student should be supported to:</b></p> <ul style="list-style-type: none"> <li>create an Individual Success Plan (ISP)</li> <li>develop an awareness of careers and companies based in MS. <a href="http://riseupms.com/planning/job-hunter/">http://riseupms.com/planning/job-hunter/</a></li> <li>revisit interests and continue to explore careers related to talents and skills <a href="https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx">https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx</a></li> <li>review graduation requirements</li> <li>complete the student planning tool</li> </ul> <p><b>A student should know:</b></p> <ul style="list-style-type: none"> <li>the importance of academic success and consequences of falling behind</li> <li>what an Individual Success Plan (ISP) is and how to create a 5 year academic plan</li> </ul>	<p><b>A student should be supported to:</b></p> <ul style="list-style-type: none"> <li>complete a career cluster survey <a href="https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx">https://www.careeronestop.org/ExploreCareers/Assessments/self-assessments.aspx</a></li> <li>attend a career exploration day/career fair</li> <li>check with your local high school and/or community college</li> <li>be exposed to finance literacy unit in a course or workshop <a href="https://www.riseupms.com/planning/job-hunter/">https://www.riseupms.com/planning/job-hunter/</a></li> <li>review graduation requirements and high school opportunities as well as how academic and extracurricular choices vary from middle school <a href="https://secure-media.collegeboard.org/digitalServices/swf/college-ed/middle-school-educator-guide-1/index.html">https://secure-media.collegeboard.org/digitalServices/swf/college-ed/middle-school-educator-guide-1/index.html</a></li> <li>review/revise ISP</li> <li>complete the student planning tool</li> </ul> <p><b>A student should know:</b></p> <ul style="list-style-type: none"> <li>the concept of career clusters for further exploration</li> <li>possible career clusters of interest</li> <li>the relationship between community service/extracurricular activities and postsecondary/career goals</li> </ul>	<p><b>A student should be supported to:</b></p> <ul style="list-style-type: none"> <li>revisit career cluster interest survey <a href="https://www.bls.gov/k12/content/students/careers/career-exploration.htm">https://www.bls.gov/k12/content/students/careers/career-exploration.htm</a></li> <li>develop self-awareness of skills, work values, and interests <a href="https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf">https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf</a></li> <li>explore various careers <a href="https://www.riseupms.com/planning/job-hunter/">https://www.riseupms.com/planning/job-hunter/</a></li> <li>review 9th grade "College Planning Guide" <a href="https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf">https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf</a></li> <li>meet with school counselor to discuss coursework and postsecondary (PS) career plans</li> <li>become aware of federal and state financial aid opportunities <a href="https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf">https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf</a></li> <li>become aware of institutional and private scholarship opportunities <a href="https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf">https://secure-media.collegeboard.org/CollegePlanning/media/pdf/BigFuture_academic_portfolio.pdf</a></li> <li>review/revise ISP</li> <li>complete the student planning tool</li> </ul> <p><b>A student should know:</b></p> <ul style="list-style-type: none"> <li>one or two career clusters for further exploration and development</li> <li>the relationship between HS coursework, attendance, grades, community service, and extracurricular activities to PS and career plans</li> <li>the general cost ranges of various PS options</li> </ul>



## Team Time

How do you plan to implement these career development activities and planning expectations?

Brainstorm with your fellow counselors to develop an implementation plan and use these questions to guide discussions:

Will you meet with students individually? In a group setting?

How will you utilize Job Scout?

How will the new career class work with your master schedule?



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## Contact Information

Chandrea Walker, Director of Counseling & Support Services

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