Collaborative Career Development Interventions in Schools: School Counselors and Teachers Working Together

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Presentation Overview

- Career Development and Planning in Schools
- The School Counselor’s Role in Implementing a Career Development Intervention Program
  - Supporting the QSI Vision and Mission
  - Working with Teachers
- Teachers’ Role in Implementing a Career Development Intervention Program
  - Supporting the QSI Vision and Mission
  - Working with the School Counselor
  - Integrating Career Development and Early College Awareness throughout the School Year

- Questions and Discussion
Significance of Career Development in Schools

- Establishing the foundation for students to view their education as intimately related to their future goals
- Supporting teachers in their efforts to prepare students academically
- Integrating career development into academic preparation, work and college readiness
Career Development and Planning in Schools

- Lapan, 2004
  - prepare students for post-high school educational and career settings
  - influence on school engagement
School Counseling

- The ASCA Model
  - School counseling to address students’
    - Academic development
    - Career development
    - Personal/social development
  - School counseling as an integral part of school’s academic mission
  - School counselors as partners with teachers, administrators, parents, and community members to meet students’ educational needs
Queens School of Inquiry (QSI)

- Early College School--Grades 6 to 12
- Mission to recruit and prepare students who may not be considering college
- In collaboration with Queens College
- Students begin taking college courses in 9th grade
- Possibility of earning up to 60 college credits
What the CI Looks Like

Essential Program Components:
- QSI’s Vision and Mission
- Seven Year School Course Sequence
- Seven Year CI and College Readiness Plan
- QSI Student Handbook
- Teacher Led Advisory
- Career Day
- Student Portfolios
Grade 6: Exploration

- Build self awareness
- Understand school/work relationships
- Integrate literacy
- Reflective writing
- Career Day
Grade 7: Exploration/Introduction to Type

- Continue/extend 6th grade activities
- Introduce Career Exploration
- Self-Directed Search/Career Explorer
  - Teaching of Holland’s Typology
    - Serves as a framework to discuss career/school related information with students beginning in 7th grade
    - Students attend a large lecture hall presentation at the College
  - Discussion of SDS-CE Results
- Career Day
Grade 8: Exploration and Research
College/Career

- Research occupations and college majors online
- Continue, extend and refine literacy and reflective writing
- Write college admissions essay
- Introduction to CareerZone
  - [http://www.nycareerzone.org/](http://www.nycareerzone.org/)
- Research Activity on CareerZone
- Prepare report on information learned about a particular career and college
- Career Day
9th Grade
Exploring College Goals

- Goals and Expectations
- Challenges
- Coping with Barriers
- Videos
  - "Seven Secrets of Savvy Students"
  - "Get Organized! Managing School, Life and Fun"
    - Beginning the planning process—how this information relates to High School success
- Career Day
10th Grade
Interests, College Majors and College Courses

- Strong Interest Inventory (SII)/College Profile
- Read and Understand SII Results
- Relating SII Results with College Majors/Courses/Extracurricular Activities
- Integrate results and activities completed into QSI Multimedia Presentation Project Requirement
- Time Management/Planning for the Future
- College Visits
Rewards and Opportunities for School Counselors

- Opportunity to build relationships
  - With students
  - With teachers
  - With families

- Promotes integration of school counselors into the school environment
Engage Teachers

- Educate teachers on Career Development and its relation to their educational goals for students
- Provide Professional Development
- Development of CI curriculum
- Integrate career development into the academic goals of the school
- Collaborate on delivery of services
- Collaborate on facilitating all students’ academic, career, and personal/social development
Challenges for School Counselors

- Teachers: Engaged, but not burdened
  - Ensure that teachers play an active role
  - Provide sufficient support and guidance

- Students: Understand multiple dimensions of school counselor’s role
  - Avoid being categorized – “pigeon-holed”
  - Ensure that teaching role in CI sessions doesn’t undermine other aspects of counseling role
Impact of CI and Early College Readiness on School Community

- Teacher Involvement
- Impact on Curriculum
- Impact on Students
- Impact on Overall School Culture/Mission/Vision
Portfolios

• All students are required to develop a portfolio
• Students are required to include a career exploration/development assignment in their portfolios beginning in the 6th grade and continuing every year throughout their QSI experience
Group Activity

- Break into groups
- Study sample lesson plans
- Discuss: How would I as a ____ introduce this to my school? (challenges, relevance, benefits)
- Think/Share in small groups
- Share Out
Sharing Out from Groups
Bringing it Together

- The Career Institute
  - School Counselor as Advocate and Leader
    - Working with Teachers on the Career Institute, on addressing career development and early college readiness
    - Working with the Principal on infusing career development issues/topics throughout the school academic program
  - Principal and Teacher Roles
Effective CI Implementation

- Strong organization and communication
  - Logistics, preparation, materials, etc.
  - Scheduling
  - Flexibility to meet teachers’ needs
  - Teacher participation

- Comprehensive professional development

- Quality lesson plans
  - Clear and engaging
  - Relevant and developmentally appropriate
  - Teachers are invested in and participate in developing
Strategies for Developing the Career Institute in Other Communities

- Establish a close working relationship with the school teachers/principal/other stake holders
- Meet with teachers regularly and understand the goals they have for students
- Identify how best to engage students in thinking about their futures within discipline areas
- Develop CI framework within the culture and needs of your school
- Identify and engage a college partner or other community organization
- **DO NOT WORK IN ISOLATION**
Questions