

## Understanding Your Guidance and Counseling Program Unleashing its Potential

### College and Career Ready

The goal of having all students college and career ready is the ultimate responsibility of the K-12 learning community. School administrators deal with increasing complex demands and need to utilize every available resource to achieve this worthy outcome.

College and Career Ready can be defined as the degree to which **academic** (curriculum & performance) and **interpersonal** (advising, counseling and support) experiences prepare a student to make informed decisions, transition successfully and meet the demands of college or the work force.

A fully implemented comprehensive guidance and counseling program (CGCP) is one of the most effective programs available to help schools cultivate student readiness to learn, remove barriers to learning and achieve their ultimate potential. Abundant research exists that documents that more fully implemented programs create positive results for students and schools. It is imperative that administrators understand the dynamics of this program in order to use it more effectively.

### Program Design

Missouri's comprehensive guidance and counseling program is designed to address the academic, personal/social, and career needs of all students. The four program components of guidance curriculum, individual student planning, responsive services, and system support are unique, yet mutually supportive in addressing the Guidance Grade Level Expectations, student needs, and the on-going mission of the school and district.



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### Guiding Questions

Addressing the following questions will lead to better understanding of your guidance and counseling program and more effective leadership.

1. How can our comprehensive guidance and counseling program better support our district and building Comprehensive School Improvement Plan (CSIP) goals?
2. How can I strengthen our principal-counselor relationship to more effectively address our guidance and counseling program goals and better meets the needs of all students?
3. What leadership and support can I provide to improve the implementation and evaluation of our guidance and counseling program?

### Evaluation: Program + Personnel = Results

The following tools have been developed to continually assess the effectiveness of program implementation. Visit the Guidance eLearning Center at [www.missouricareereducation.org](http://www.missouricareereducation.org) for guidance information and resources.

1. To what degree is the comprehensive guidance and counseling program implemented?  
[Internal Improvement Review \(IIR\)](#)
2. Is the guidance staff evaluated based on guidance and counseling standards?  
[School Counselor Performance Evaluation](#)
3. What impact do guidance interventions have on student outcomes?  
[Results Evaluation - \(PRoBE\)](#)