The Student Support Personnel Team (SSPT) is dedicated to academic and personal achievement for all students. As a team, we are highly qualified staff members who collaborate on a regular basis to support student needs and achievement. Staff members have been trained in Levels 1 and 2 of the Wisconsin School Comprehensive School Counseling Model and implement individual Planning Conferences with all 8th grade students and their parents. The SSPT continually researches and applies best practices in the field of school counseling and evaluates the goals and activities of the department to establish and implement a standards-based school counseling program that is equitable and beneficial for all students. Our standards-based practice is designed to positively impact the academic, personal/social and career domains of all students. The SSPT members coordinate, implement and evaluate programs and interventions that serve students throughout the building, small groups, individual counseling and classroom presentations. SSPT members consult as a group and develop plans to assist all students in becoming successful learners. We also provide individual, small group and crisis support.

Our school counselors are members of the Wisconsin School Counselors Association (WSCA). Additional SSPT memberships include the Wisconsin School Social Workers Association (WSWAA), Wisconsin Association of Social Workers (WASW), Association of Supervision and Curriculum Development (ASCD), Wisconsin School Psychologists Association (WSPA), and Association of Wisconsin School Administrators (AWSA). SSPT members take part in ongoing professional development to keep current with best practices associated with their professions and working with students.

As principal at Edison Middle School, it gives me great honor to present our first Support Personnel Accountability Report Card (SPARC), which highlights the effectiveness and accomplishments of our Student Support Personnel Team (SSPT). The Edison Team provides professional practice to students based on the National Standards and the Wisconsin School Counseling Standards. The team is dedicated to supporting students in all ways by creating a school environment where everyone works together to ensure individual success. The Edison Team plays an integral role in providing a well-rounded and diverse education to our students. In addition, the team acts as a catalyst for strengthening academic achievement, school safety, parent communication, and community involvement. Our team has taken a vital role in combating student truancy through the “GETS Program” (Get Everyone To School). Our team is dedicated each and every day to making a difference in the lives of our students.
Research has proven that students achieve academic and social success when they feel safe at school. Our Student Support Personnel Team (SSPT) believes that all students have the right to feel safe and secure at Edison Middle School in order to ensure that our students have the greatest opportunities in achieving academic, personal, and social growth. Our team contributes to the school climate and safety of Edison Middle School in an assortment of ways including active student involvement, facilitation of conflict mediation, implementation and development of the “Edison Way” daily oral reminders, as well as our support in the implementation of Edison Middle School’s Positive Behavior Support (PBS). Character Education as well as anti-bullying lessons have been developed, planned, and presented to all students throughout the school year. Students have also been surveyed regarding school climate and safety. Based on the survey results, Chart 1 shows that during the 2009/2010 school year, 84% of our students felt safe in the Edison Middle School hallway during passing time. Our goal is to increase this number to 100% in the future.

Our SSPT also works with students who are struggling with anger and social skill development in a small group setting. We aid the students in developing skills to becoming responsible students and citizens at Edison Middle School. Chart 2 shows the percentage of a pre/post test survey in the Anger Management groups run by the SSPT in the 2009/2010 school year. The chart shows that participation in this group has increased student awareness of anger management strategies and supports a positive change in the students who have participated. All of the students in anger management groups increased their scores from pre to post tests. The amount of increase is shown in Chart 2. Other groups that are supported by the SSPT include the Quit Smoking Group, Social Skills for Special Education, Concerned Person (concerned about others use of drugs/alcohol), and Insight Use (Active use of prevention strategies). As a strategy to improve student learning along with student engagement, the SSPT initiated a school-wide teacher adaptation plans created following assessments where students do not qualify as having a disability.

### Major Achievements

Student Support Personnel Team (SSPT) members are dedicated and recognized by colleagues as one of the top strengths of the school. With collaboration and communication, the SSPT have initiated and developed several new innovative programs, contributing to many school-wide achievements.

- **WKCE Week**: School-wide activities to prepare students for state mandated testing by encouraging 100% attendance and offering daily student skill tips, dress up days and prizes
- **Anger management classes**
- **Teaching a summer class entitled “Middle School Matters” to transition incoming 6th grade students into middle school**
- **Development of GETS (Get Everyone To School) Truancy Program which is being requested for use by school districts throughout the nation**
- **The “After School Learning Zone” which has grown to include ELL (English Language Learners) student support, where snacks and bus tokens home are provided**
- I-Care mentoring program for at-risk students in which staff members give students a little extra attention, in hopes of giving students a sense of belonging and safety
- **Concerned Persons Group for students struggling with a loved one’s drug or alcohol use, facilitated by school social worker**
- **Insight Use Group for students actively using drugs or alcohol facilitated by social worker**
- **Special education bi-monthly social skills lessons facilitated by school social worker**
- **Monthly student services information and parent articles written in parent newsletter**

### Measurements

The Student Support Personnel Team (SSPT) works collaboratively with teachers and administrators to evaluate student progress in reaching the academic, personal/social, and career domains. We assess data from a number of different evaluations to establish our role in student achievement as well as to recognize areas needing improvement. The SSPT shares this information with parents and the community so that we can work collaboratively to improve student learning. The specific evaluations/assessments include:

**Academic**
- WI Knowledge and Concepts Examination (WKCE): Assesses proficiency levels and progress to provide programs to support student learning
- Measures of Academic Progress (MAP): computer-based test in math, language and reading to assess proficiency levels and progress
- Grade in Progress Reports: collaboration with parents, students, and teachers to promote student success
- Career Cruising: Learning Styles Inventory is used to help students gain knowledge of how they learn the best so that it can be applied to classroom activities
- Special Education Assessments: to properly place students who have special needs
- Adaptation plans created following assessments where students do not qualify as having a disability

**Career**
- **Career Cruising**: Career interest profile to gain insight into possible career options
- **Learning for Life through the Boy Scouts of America**: Focuses on involving teenagers in clubs, allows young people to learn about possible careers, form friendships and develop leadership skills
- **Individual Learning Plans (ILP)**: ILPs updated annually on Career Cruising to reflect student’s post-secondary goals

**Personal/Social**
- **School Climate Survey**: surveyed students on perceptions of school climate and safety and their connectedness to school
- **GETS: Attendance Program for At-Risk students created by Edison Student Services**
- **Attendance data**: Data used to implement strategies to improve student attendance and to monitor at-risk students
- **I-Care**: Pairing students with a teacher mentor to monitor them in school and ensure that they feel connected to an adult in the building
- **Referral Reports**: Data used to develop and implement interventions to support positive student behaviors
- **Special Education Assessment**: Results used to determine appropriate student placement in the least restrictive environment.
- **Individual Education Plans written to support the students’ personal/social goals**
- **Engagement Resource Coordinator (ERC) attendance specialist to work with at-risk families to get students to school**

### Student Results

Edison Middle School’s SSPT considers academic success as a priority. The SSPT follows national and state standards to provide services for all students in the areas of academic, career development and personal/social domains. The SSPT creates and implements a comprehensive school counseling program that focuses on student learning that is evaluated with process, perception, and results data on a regular basis.

#### Academic Domain

**Academic Domain Wisconsin Standard: B.8.1.4 Demonstrate the ability to organize and apply academic information from a variety of sources.**

As a strategy to improve student learning along with student engagement, the SSPT initiated a school-wide teacher mentor program called I-Care. Teachers and other staff members volunteer to mentor up to three at-risk students for the year. Fifty-nine staff members volunteered to mentor 140 students in 2009-10. Adults agreed to greet and initiate a short conversation with the student. The goal is to develop a relationship with the student, and give the student an adult to come to for assistance with social and academic concerns. As the graph shows, following a year of mentoring, 71% of students improved their grade point average (GPA) while in the I-CARE program.

#### Personal/Social Domain

**Personal/Social Domain Wisconsin Standard: F.8.1.4 Demonstrate the ability to set personal boundaries and advocate for oneself when these boundaries are violated.**

To address the growing attendance issues among students, the Student Support Personnel Team (SSPT) developed and copyrighted a program called “Get Everyone To School” (GETS). Using a strong mentoring approach to build positive relationships with the students and families in an effort to reconnect through better attendance and grades, GETS mentors meet with students, phone parents, and send GETS Program letters home in English and Spanish at the beginning, middle and end of the semester. Truancy referrals are also made to School Resource Officers when appropriate. In addition, Edison Middle School has partnered with the Options Treatment Program to encourage citations in lieu of getting 6 weeks of professional counseling. The following graph depicts the improvements in attendance shown in the 35 students who were in the GETS Program in 2nd semester of 2009-10.

The graph in the middle shows the percentage of students whose attendance and GPA improved, and the percentage of students that avoided court referrals. As you can see by the graph on the right, GETS was a great success, and is used in schools across the United States.

#### Career Domain

**Career Domain/ Student results Wisconsin Standard: G.8.1.1 Demonstrate individual abilities, strengths, skills, and talents.**

The Edison Middle School counselors have conducted two years of Individual Planning Conferences with 8th grade students and parents. The goal of the conference is to assist parents and students in planning for high school and the future. Topics discussed in the conference include short and long term goal-setting and review, high school preparation, post secondary aspirations, as well as the students’ on-line portfolio on Career Cruising and an overview of Career Cruising. The goal of these conferences is to help parents and students begin to plan for the future. Parents and students rated the overall usefulness and value of these conferences and the results are shown in the graph.

**Usefulness of Individual Planning Conferences**

- **Students**: 92% found the conferences helpful, while 78% thought it was useful.
- **Parents**: 90% of parents found it useful, 80% said it was worth while.

### School Climate & Safety

The Support Personnel Team (SSPT) holds monthly meetings to discuss and develop specific strategies to promote school climate and safety. The following chart shows the percentage of students whose attendance and GPA improved, and the percentage of students that avoided court referrals. As you can see by the graph on the right, GETS was a great success, and is used in schools across the United States.

**Do you feel safe in the hallway?**

- **Yes**: 16%
- **No**: 84%