

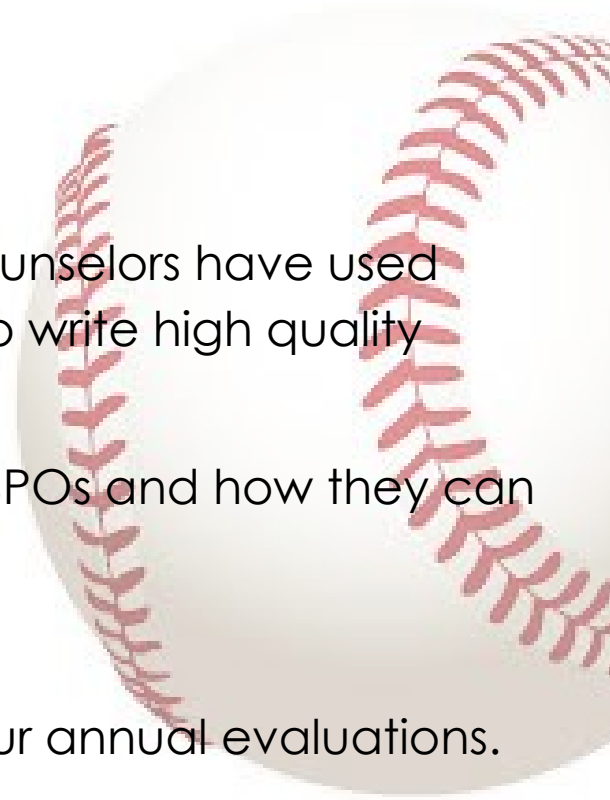


# **SPOs, PPGs and D-A-T-A**

**Mindy Willard. Madison Metro School District  
Stacey Miller, Sun Prairie School District**

# Objectives

- Learn how Madison Metropolitan School District Counselors have used school improvement plans and school wide data to write high quality Student Performance Objectives (SPOs)
- Understand the importance of writing high quality SPOs and how they can be a powerful advocacy tool.
- Learn how to write your own SMART SPO.
- Know to identify high quality artifacts to support your annual evaluations.



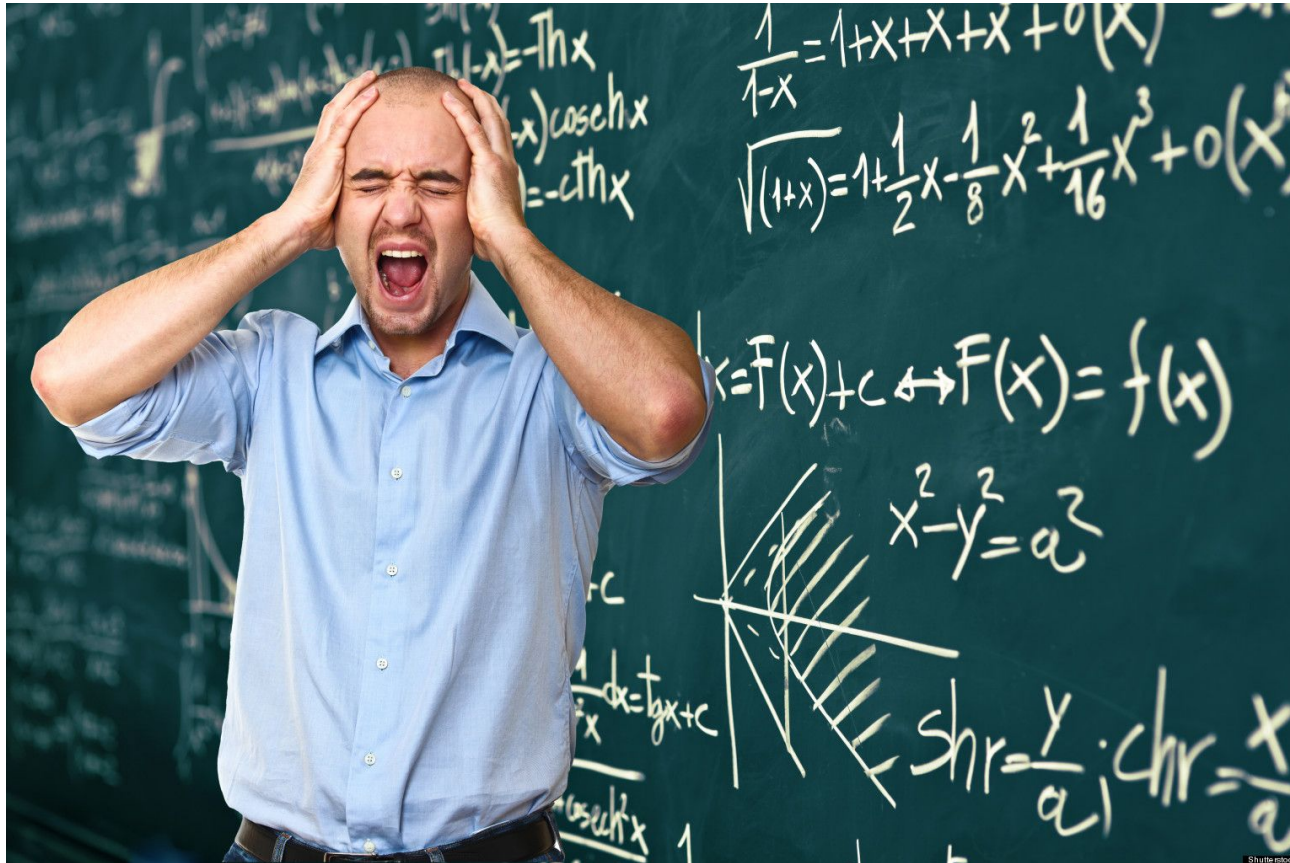


**Why did you  
become a school  
counselor?**

A word cloud centered around the word "Help". The words are arranged in a circular pattern around the central word, with varying sizes and colors. The colors include shades of purple, blue, green, and red. The words are: College Graduate, Opportunities, Kids, Barrier, Skills, Advocate, Problem, Social-Emotional, Learning, Success, Caring, Career, Problems, Support-Students, Solve, Overcome, Academic, Counsel, Counselor, Advice, Fun, Feelings, Adult, Summers, Care, and Help.

College Graduate  
Opportunities Kids  
Barrier  
Skills Advocate Problem  
Social-Emotional Learning  
Care Success  
Summers Caring  
Adult Feelings Career  
Problems  
Support-Students  
Advice Solve  
Overcome Academic  
Counsel  
Counselor  
Help

# D-A-T-A

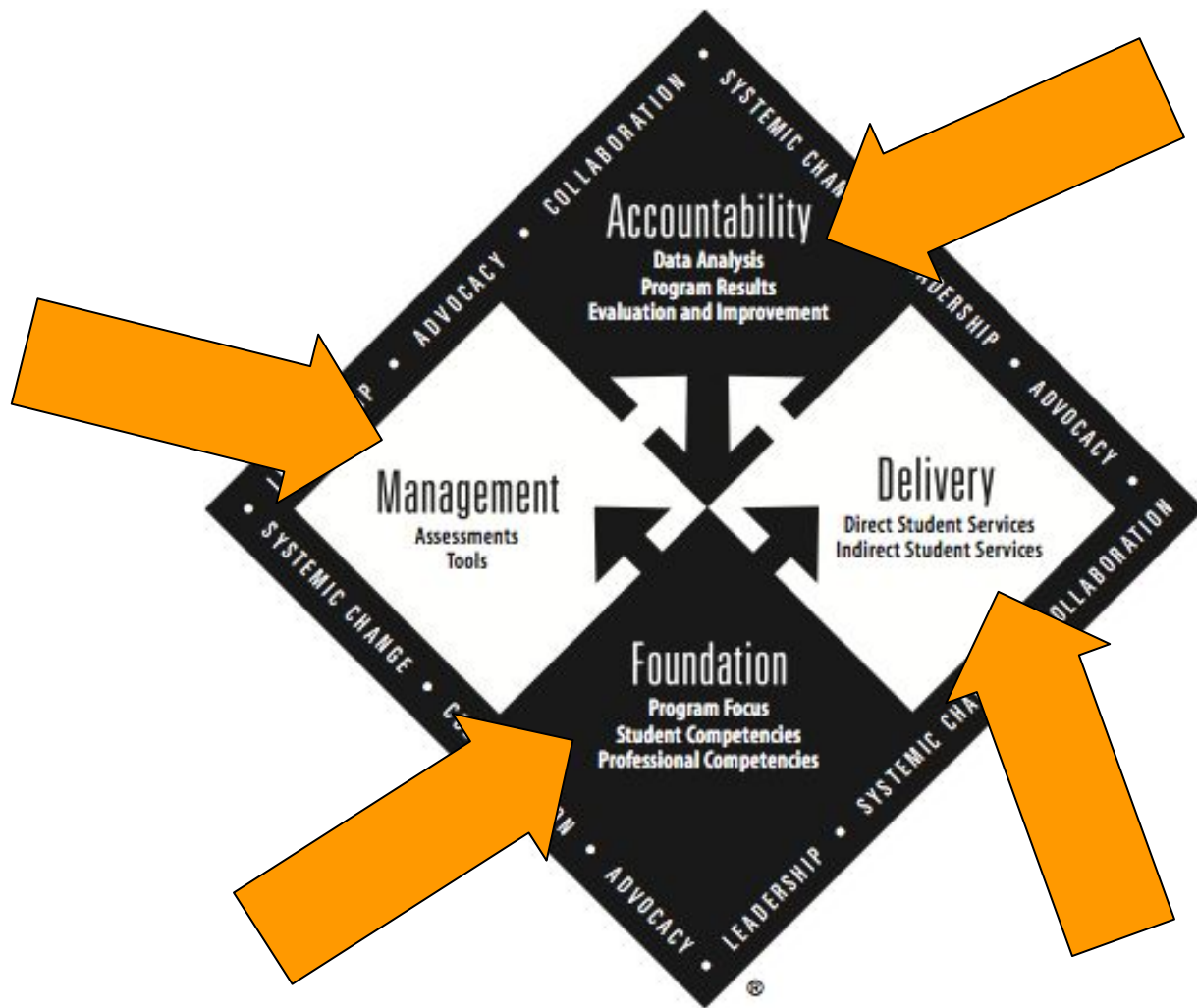


# Why data in School Counseling?

- To **not waste your time** doing things that do not work.
- To **work smarter not harder**
- To **reduce Random Acts of Guidance**
- To identify and **close achievement gaps**
- To hold yourself and your program **accountable**
- To advocate for **more time with students** and less time on non-counseling duties.







# ASCA National Model

Data drives our  
comprehensive  
school counseling  
programs

# Careers that Use Data

Make a list of as many careers as you can that require people to set goals using numbers.

**1 minute**







**"SETTING GOALS IS THE FIRST  
STEP IN TURNING THE  
INVISIBLE INTO THE VISIBLE."**

**-TONY ROBBINS**

# S

- **SPECIFIC**
- Define the goal as much as possible with no unclear language
- **Who** is involved, **WHAT** do I want to accomplish, **WHERE** will it be done, **WHY** am I doing this – reasons, purpose, **WHICH** constraints and/or requirements do I have?

# M

- **MEASURABLE**
- Can you track the progress and measure the outcome?
- How much, how many, how will I know when my goal is accomplished?

# A

- **ATTAINABLE/ACHIEVABLE**
- Is the goal reasonable enough to be accomplished? How so?
- Make sure the goal is not out of reach or below standard performance.

# R

- **RELEVANT**
- Is the goal worthwhile and will it meet your needs?
- Is each goal consistent with the other goals you have established and fits with your immediate and long term plans?

# T

- **TIMELY**
- Your objective should include a time limit. Ex: I will complete this step by month/day/year.
- It will establish a sense of urgency and prompt you to have better time management.



**Goal**  
I will lose weight  
  
#healthy

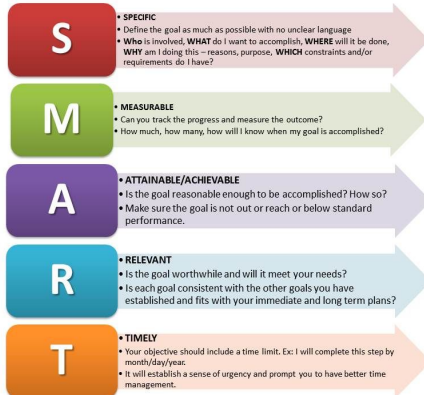


# SMART Goal Template

By \_\_\_\_\_, \_\_\_\_\_  
(end date) (who?)

will increase/decrease

---



By \_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.  
(measure of change) (baseline data) (target)



# DPI Defines SPO and PPG

## Student or Program Outcomes (SPOs)

SPOs are **rigorous, achievable goals** developed collaboratively by pupil services professionals and their evaluators, based on **identified student or program needs** across a **specified period of time** (typically an academic year). Pupil services professionals will develop one SPO annually, for a minimum of one to three SPOs available as evidence toward their final SPO score in their Summary Year, depending on how many years are in their Evaluation Cycle.

## **Professional Practice Goal (PPG)**

A PPG is a goal focused on a pupil services professional's practice. Pupil services professionals will develop one practice-related goal annually. This goal is not scored, but serves to align a pupil services professional's SPO to her/his professional practice.

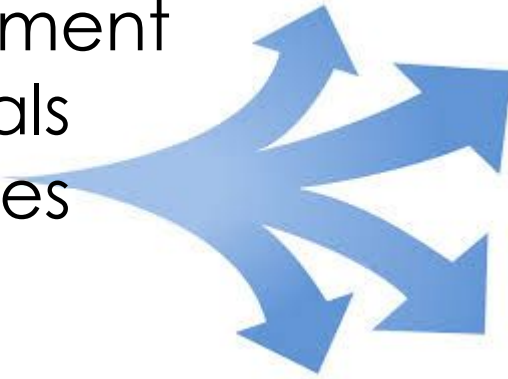
# PPG Examples For School Counselors

<p>I will utilize the book <u>The Use of Data in School Counseling</u> (or other book) to to learn how to utilize data to inform and my practice to improve student achievement with these specific learning objectives:</p>	<p>I will participate in the <a href="#"><u>ASCA U Closing the Achievement Gap Specialist</u></a> (or other) training to learn how to use targeted and intentional interventions to promote success for all students.</p>
<p>I will research resources for first generation college students and provide a workshop for students and families</p>	<p>I will read/attend _____ to learn more about Restorative Justice to apply these practices to my comprehensive school counseling program.</p>
<p>I will engage in a classroom action research experience to explore and reflect on personal practice in _____ area.</p>	<p>I will review one specific evidence-based small group curriculum and develop an action plan for how this could be implemented at my school.</p>



# MMSD School Counseling Data

- Graduation Rates
- AP Course Enrollment
- Discipline Referrals
- Attendance Rates
- GPA
- Test Scores
- 9th Grade Failure Rates
- Climate Survey Results



- Race/Ethnicity
- Socioeconomic Status
- Students with Disabilities
- Advanced Learners
- Grade Level
- Gender
- Courses
- Type of behavior incident
- ELL

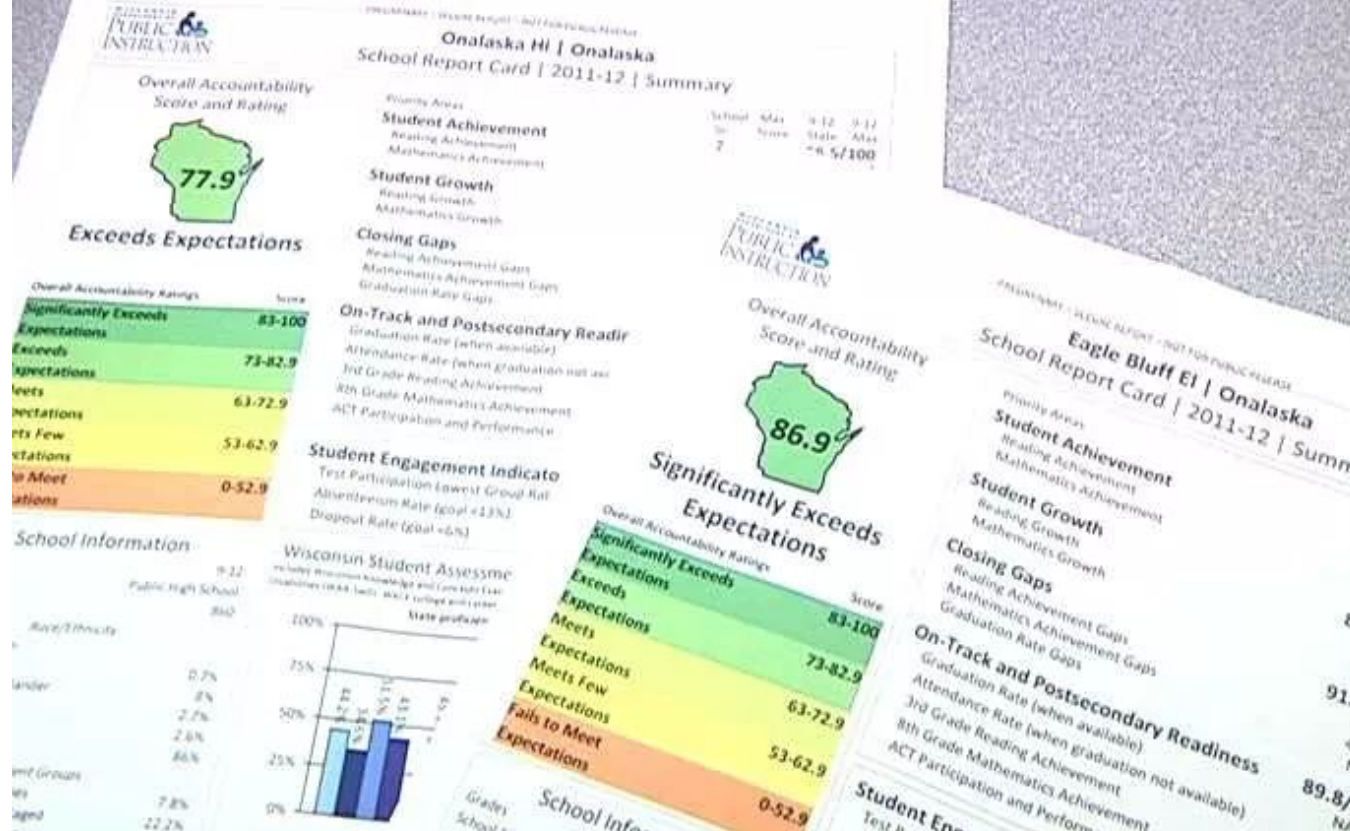


# School Data Profile

Template p. 66 and online

## SCHOOL DATA PROFILE TEMPLATE

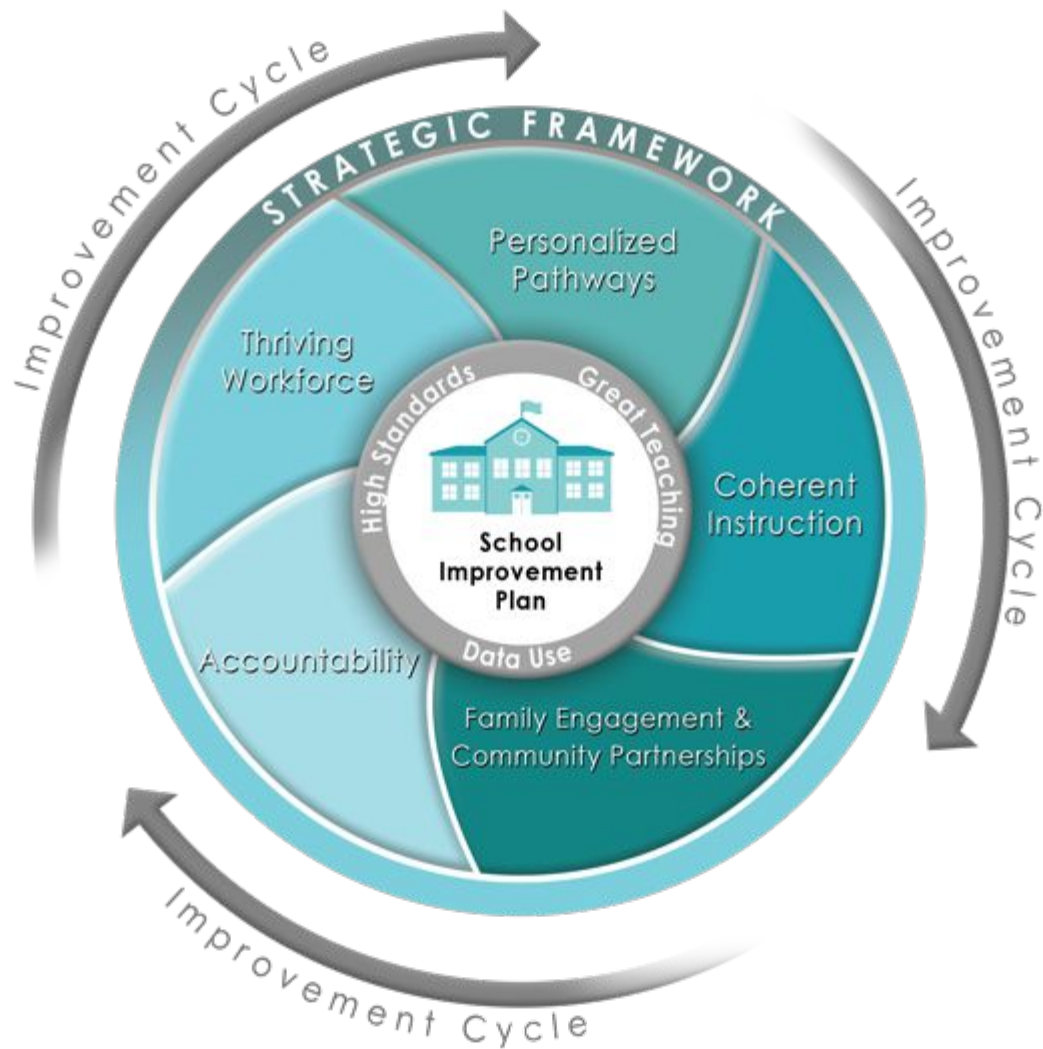
School Data Profile							
School Year							
Enrollment		#	%	#	%	#	%
Total enrollment							
Gifted (school-based)							
ESOL							
Special education services							
School Year							
Dropout Rate		%		%		%	
All students							
Asian or Pacific Islander							
Black							
Hispanic/Latino							
White							
Students with disabilities							
Students identified as disadvantaged							
Limited-English-proficiency students							
School Year							
Graduation Rate		%		%		%	
All students							
Asian or Pacific Islander							
Black							
Hispanic/Latino							
White							
Students with disabilities							
Students identified as disadvantaged							
Limited-English-proficiency students							
School Year							
Attendance		%		%		%	
All Students							
Asian or Pacific Islander							
Black							
Hispanic/Latino							
White							
Students with disabilities							
Students identified as disadvantaged							
Limited-English-proficiency students							



# WISEdash



Wisconsin Information System for Education  
 Data Dashboard



# School Improvement Plan

As you review the **Introduction section** of your school's SIP, with a focus on *Progress Made During Prior Year* and *Areas of Continued Growth*, consider:

- a. In what ways did school counseling program connect to progress made during the prior year?
- b. In what ways is the school counseling program connected to areas of continued growth?



# Admin Collaboration on Goals

1. As a school team, consider some of the following:
  - a. How tightly do your program goals align with broader School Improvement Plan goals?
  - b. What will be implemented to support goal attainment?
  - c. What is your evaluation plan? What evidence will be gathered by when?



# Types of Data

**Process**

Who, What, Where, When, How

**Perception**

Attitudes, Knowledge, Skills

**Outcome**

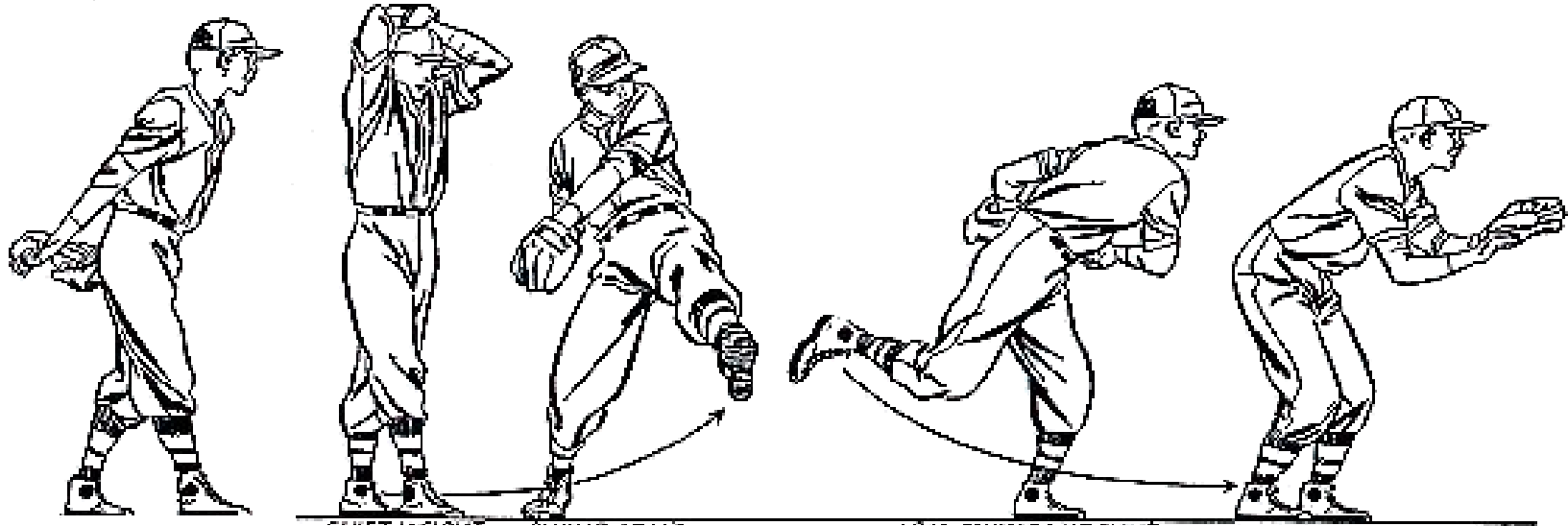
How Students are **DIFFERENT** -  
behavior changes

Type of Data	How Data are Collected	Examples
<b>Process Data</b>	Keep track of number of participants, number of sessions in a log	<ul style="list-style-type: none"> <li>• Number of students attending an event.</li> <li>• Number Junior Conferences provided</li> <li>• Number of lessons/small group meetings provided</li> <li>• Number of students who filled out a FAFSA</li> <li>• Number of students who completed a college application</li> </ul>
<b>Perception Data</b>	Data collected using surveys, pre/post tests, program evals, needs assessments or opinion surveys.	<ul style="list-style-type: none"> <li>• Pre/Post tests given before/after junior conferences</li> <li>• Pre/Post tests given before/after small group counseling or a lesson/seminar/activity</li> <li>• Assessing students attitudes, knowledge or skills</li> </ul>
<b>Outcome Data</b>	Reports from the student information system are analyzed (grades, attendance, discipline reports, state testing results, enrollment reports)	<ul style="list-style-type: none"> <li>• Graduation rates from year to year</li> <li>• Attendance data for identified students from one quarter to another</li> <li>• GPA for identified students from before/after intervention</li> <li>• AP Course enrollment from year to year</li> </ul>

# High Quality School Counselor SPOs

- Are **SMART** (Specific, Measurable, Attainable, Results-Oriented, Timely)
- Promote **achievement, attendance, behavior and/or school safety** (Outcome Data)
- Are based on **School Data** and include **Baseline Data**
- Focused on students, not adults!
- Address **academic, social/ emotional and/or career** development

# Steps to Creating Your SPO



Review  
school  
data

Look at  
Data  
points

What  
achievement  
gaps exist in your  
data

Connect  
school-wide/  
district wide  
initiatives to your  
counseling  
program

Share it with  
your staff

# SPO Examples

Elementary School	By June 2018, the number of office discipline referrals (ODRS) will decrease for the 2018 school year by 20%(504) from the previous school year (630).
Middle School	By June 2018 the number of absences among economically disadvantaged students who had 10 or more absences for the 2016-2017 school year will decrease by 15% from _____ to _____.
High School	By June 2018, the percentage of African American students participating in Advanced Placement courses will increase by 5% of the total identified population, from a baseline of 11% (7 students) to the goal of 16% (10 student's total).

# Making Goals **SMARTER**

*Initial Goal:*

Increase attendance.



- ❑ SMART (Specific, Measurable, Attainable, Results-Oriented, Timely)
- ❑ Promote achievement, attendance, behavior and/or school safety (Outcome Data)
- ❑ Based on School Data and include Baseline Data
- ❑ Focused on students, not adults!
- ❑ Address academic, social/emotional and/or career development

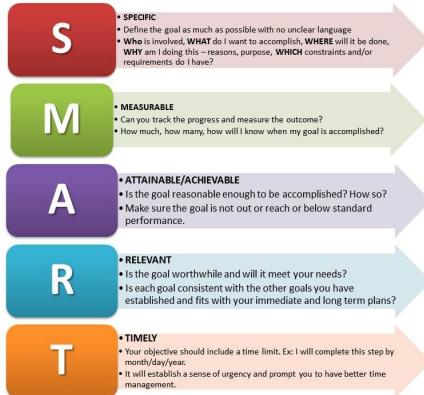


# SMART Goal Template

By \_\_\_\_\_, \_\_\_\_\_  
(end date) (who?)

will increase/decrease

---



By \_\_\_\_\_ from \_\_\_\_\_ to \_\_\_\_\_.  
(measure of change) (baseline data) (target)



# Making Goals *SMARTER*

By June, 2018 absenteeism of at-risk students (students who missed 7+ days of school the previous year) will be reduced by 25 percent from \_\_\_\_\_ to \_\_\_\_\_.

# Homerun? 2nd Base? Strike out?

1

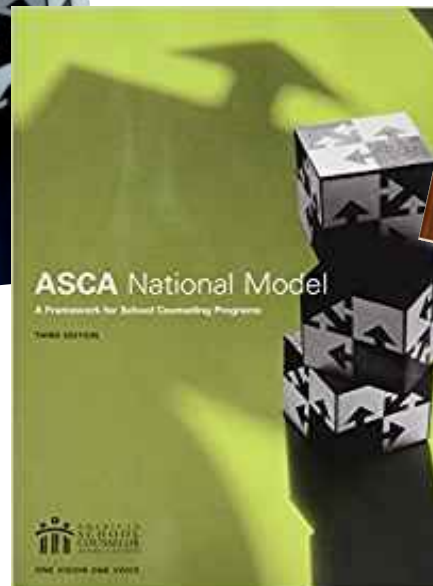
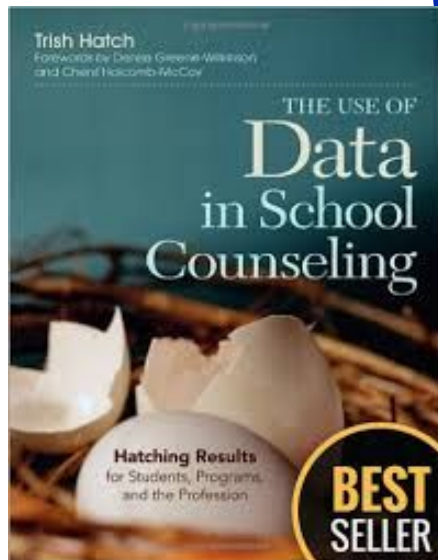
By May 2017, all 8th grade students will increase identification of career cluster and post-secondary goal by creating a post-secondary goal and plan in Career Cruising.

2

By June 2018, the total number of behavioral incidents for the targeted group of 8th grade African American students participating in the positive leadership intervention group will decrease from the 116 during the 2016-2017 school year to 70 during the 2017-2018 school year.

# Homerun? 2nd Base? Strike out?

- |   |  |
|---|--|
| 3 | <p>I will meet with 80% of all 6th grade parents and 100% of 6th grade students during the first trimester of the 2016-17 school year. My goal is to introduce myself to parents and help make a communication bridge between school and home. Through my work as a home-school liaison, I hope to improve student achievement by catching problems early and working towards solutions.</p> |
| 4 | <p>By May 2017, 95% of the class of 2020 will have been introduced to Career Cruising. They will have completed the Career Matchmaker Inventory and have saved a minimum of two careers.</p>   |
| 5 | <p>By June 2018, 8th grade students at-risk of non-promotion will improve their overall cumulative GPA from below 1.67 to 2.0 or higher with the support of a targeted intervention.</p>   |



# Example Artifacts

- Calendars
- Annual Agreement
- Program Goals
- Presentations
- Lesson Plans
- Vision/Mission Statements
- ACP Plans
- Newsletters
- Meeting Agendas and Notes
- Newsletters
- Professional Development Reflections
- Use of Time Assessments
- Needs Assessments and follow up Plans
- Leadership Roles and documentation





# Evaluation Observations



- SSIT meeting facilitation
- Leadership Team meeting collaboration
- Lesson taught to class of students
- Parent meeting
- Parent/community night facilitation
- Meeting with community partner
- Small student group facilitation (depending on group topic)
- Professional development facilitation for staff
- Crisis response
- PBS meetings/presentations
- Intervention planning, implementing, and/or monitoring (ex: 9OT)
- Individual Student Planning (EOS discussion with student, Junior Conference, course selections, grade discussions, college planning)

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**The old question was...**

*“What do counselors do?”*

**The new question is...**

*“How are students different because of the school counseling program?”*

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# Resources

[SPO/PPG Guidance](#)

[School Data Profile ASCA Template](#)

[ASCA National Model](#)



# Need a little Coaching? Contact us!



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