

Nemo Vista School District Comprehensive Counseling Plan 2025–2026



Elementary Counselor, Becky Barnhardt

bbarnhardt@nemo.k12.ar.us

501-893-2435

Elementary Principal, Johnna Setzer

jsetzer@nemo.k12.ar.us

501-893-2435

Middle and High School Counselor, Samantha Barnes

sbarnes@nemo.k12.ar.us

501-893-2811

Middle and High School Principal, Chase Fresneda

cfresneda@nemo.k12.ar.us

501-893-2811

Nemo Vista Schools Superintendent, Logan Williams

lwilliams@nemo.k12.ar.us

501-893-2925

Foundations/Define

Beliefs

- ☐ Believe all students can be academically successful and college and career ready.
- ☐ Believe all students' ethnic, cultural, racial, gender differences, and special needs should be recognized and respected.
- ☐ Believe in advocating for and supporting the social and emotional needs of students.

Vision Statement

Nemo Vista counselors provide the resources, experiences, and support necessary for all students to be successful, productive members of society.

Mission Statement

The Nemo Vista Counseling Department will assist our schools in providing all students with opportunities and experiences that will enable them to be productive citizens through participation in a comprehensive counseling program. We believe that through the pursuit of academic, career, and social emotional well-being, we will help to mold individuals who are college and career ready and are prepared to make positive contributions to society.

Elementary Student Goal (Grades K-5)

2024-2025 Reflection:

Based on reviewing the data from actual "Discipline Referrals" in the Elementary School, overall referrals have decreased from 201 last year to 120 this school year which is a 60% decrease. Not listening/following rules stayed about the same with 37 referrals during the 23/24 school year and 35 during the 24/25 school year. Students being off task/not doing work slightly increased. This went from 22 during the 23/24 school year to 29 during the 24/25 year.

After an annual administrative conference, the team determined the Elementary School Improvement Plan will indicate a continuous need to reduce the number of discipline referrals. The counselor will assist both teachers and the principal in achieving the goal of a 5% reduction of Elementary School discipline referrals by May 2026, focusing on areas of listening/following rules and being on task/doing work.

Action Steps

1. Counselor will monitor all discipline referrals for the specific behaviors identified as problematic for the 2025-2026 school year.
2. Counselor will provide classroom lessons based on the Guide for Life in the areas of listening/following rules and the importance of being on task and doing your work.
3. Counselor will provide one on one interventions with students that receive more than 2 discipline referrals related to listening/following rules and being on task/doing work.

Middle School Student Goal (Grades 6-8)

2025-2026 Reflection:

Based on reviewing the data from actual "Discipline Referrals" in Middle School, areas of concern are still inappropriate conduct. There was an increase in the number of disciplinary referrals this year for inappropriate behaviors such as being disrespectful to both teachers and other students as well as using inappropriate language.

After an annual administrative conference, the team determined the Middle School Improvement Plan will indicate a continuous need to reduce the number of discipline referrals. The counselor will assist teachers in achieving the goal of a 5% reduction of Middle School discipline referrals by May 2026, focusing on areas of time management and listening.

Action Steps

1. Counselor will monitor and chart all discipline referrals for the specific behaviors identified as problematic for the 2025-2026 school year.
2. Counselor will provide classroom lessons based on the Guide for Life in the area of appropriate behaviors and life skills.
3. Counselor will provide classroom lessons based on the Guide for Life which emphasize the importance of respect towards others.
4. Counselor will administer a pre and post-test to gauge middle school students' understanding of each lesson .
5. Counselor will provide individual counseling in those areas for students with multiple referrals/repeated offenses.

High School Student Goal (Grades 9-12)

2025-2026 Reflection:

After reviewing individual Disciplinary Referrals for the 2024-2025 school year, the overall number of referrals decreased from the previous year. The main areas of concern are still excessive tardiness and misuse of technology (including using cell phones without permission). Out of the 98 total referrals, 29.6% of those were for misuse of technology and 14.3% of all referrals issued for excessive tardiness. Most offenses only resulted in warnings or lunch detention.

2025-2026 Student Goal: After an annual administrative conference, the team determined the counselor will support the teachers in reducing the number of high school student discipline referrals by 5% for the 2025-2026 school year as stated in the school improvement plan.

Action Steps:

1. Counselor will provide Advisory teachers a calendar based on the GUIDE for Life curriculum (Advisory is scheduled daily from 11:30-12:00). This calendar will help assist Advisory teachers with materials and lessons emphasizing the importance of goal setting and progress monitoring (keeping up with their attendance and grades).
2. Counselor may provide one on one interventions to students with repeat offenses in the deficit areas.
3. Counselor will meet with students by grade level (9th-12th) on a monthly basis in order to implement strategies to improve their overall mental health, help them become college and career ready (SSPs), as well as provide them with information to reinforce the importance of proper cell phone use, setting goals, and time management.

Program Management/Manage

A Nemo Vista Comprehensive Counseling program self- assessment was completed. Counselors requested a copy of the Arkansas Comprehensive School Counseling Self-Assessment via email and used the rubric to identify areas of concern in the program that need to be addressed.

Annual Administrative Conference

[Elementary School Conference 2025/2026](#)

[Middle School/High School Conference 2025-2026](#)

Advisory Council

Nemo Vista School District has a super committee advisory team in place to provide feedback to the district, review programs, and make recommendations about areas of need. Advisory teams including the school nurse, building principals, counselors, teachers, and mental health professionals (professional counselors from Pinnacle Pointe and Counseling Associates and mobile assessors) meet when determining the mental health status of a student for professional counseling, suicide prevention, and/or student referrals.

Calendars

Nemo Vista School Counselors use calendars, schedules, and other assessment tools based on the ASCA National Model and Guide for Life to ensure the recommended 90 percent of the school counselor's time is dedicated towards direct and indirect services with students.

Nemo Vista School Counselors use tools to manage their time and evaluate the program such as:

- ☐ Google weekly calendar [Elementary](#) [MS/HS Calendar](#) (color coded)
- ☐ Yearly Master calendar [Elementary](#)
- ☐ Schedule of lessons [Elementary](#)
- ☐ G.U.I.D.E. Calendar [Middle School](#)
- ☐ Program Survey
- ☐ Student Needs assessments [Minute meetings](#)
- ☐ Pre and post guidance assessments

-
- ❑ Develop Professional guidance plans (PGPs) each year based on program weaknesses and student needs. Professional development is assigned by principal to counselors based on areas that need improvement.

ASCA School Counselor Professional Competencies and Ethical Standards

“School counseling standards for students and professional practice serve as the defining documents of the school counseling profession.” Student standards are based on the [ASCA Mindsets and Behaviors for Student Success: K-12 College and Career-Readiness Standards for Every Student](#). Nemo Vista School Counselors follow professional and ethical standards. The ASCA School Counselor Professional Standards & Competencies address the academic achievement, career planning and social/emotional development of students. The [ASCA Ethical Standards](#) guide school counselors in maintaining the highest standard of integrity, leadership, and professionalism.

Delivery/Deliver

Nemo Vista counselors provide Direct Counseling Services to students.

School counselors provide individual and group counseling to all students. Services are described below and are reviewed and updated annually.

Classroom lessons are age-appropriate, collaborative efforts with teachers to use the information presented to reinforce goals for students in the areas of academic, social/emotional and career development, and support the school improvement plan. Lessons are no more than 40 minutes per session and no more than 3 sessions per day and 10 sessions per week.

In grades K-12, counselors provide [classroom lessons](#) based on the G.U.I.D.E. for Life program in the areas of:

- ❑ **Bullying prevention**- district handbook policy attached
- ❑ **Building relationships**-organize for a guest speaker from Arch Ford to present info over Healthy Relationships (grades 8-12)The Safe Place (6th & 7th)
- ❑ **Career Exposure/Exploration** (K-5th: classroom lessons)
- ❑ **Character Education** (K-5th)
- ❑ **Conflict Resolution** (K-5th)
- ❑ **Growth Mindset** (K-5th)
- ❑ **Healthy Choices** (K-5th: drug education, hygiene, healthy body image)
- ❑ **Suicide prevention**- district plan attached
- ❑ **Making responsible choices**-organize for a guest speaker from Juvenile Probation office for online safety/sexting & AR Sheriff's office present the dangers of drugs and alcohol (grades 6th-8th)

-
- ❑ **Career Planning/Student Success Plans** (8th-12th) Focus on goal setting
 - ❑ **Follow up with graduates-** HS graduates must come after graduation to pick up their actual diploma and official transcripts. At this time, students are to indicate on the [document](#) that they received both of these items as well as include a current email address, phone number, and post-secondary plan at this time so that I may follow up with them in order to complete the Arch Ford CTE Placement report. As well I reach out to the previous years graduates to check in and see if they have any areas of need.

In grades K-12, students are provided but not limited to individual and small group counseling in the areas of:

- ❑ **College & Career Readiness-** schedule admissions counselors from various colleges/universities visit & speak with students about programs of study and opportunities available at their institutions.
 - Financial Aid Counseling Presentation/ SR Parent Night held in October. University of AR Community College at Morrilton (UACCM) comes and presents the differences in federal and state financial aid and provides an opportunity for parents & students to complete the FAFSA with assistance from a financial aid specialist.
 - Field trips to UACCM to explore Career Center programs
 - UACCM comes to Nemo and administers the Next Gen Accuplacer to those interested in the concurrent program. Allows students the opportunity to obtain qualifying scores so they may be admitted to the program. Students may earn a Certificate of Proficiency, Technical Certificate, or possibly their associates through this two year program.
 - ASVAB administered in the fall to students in the 11th grade. Data from testing helps students see areas/jobs strengths.
 - Kuder assessments administered in the 8th grade to every student.
 - JR/SR students are offered access to the WorkKeys curriculum and may take the assessment in order to qualify for local job placement out of high school.
 - 3rd field trip to UACCM, 4th field trip to UCA, 5th field trip to ATU
- ❑ **Academic advice** -sit down with every student in the spring 8th-11th and plan a schedule for the following year based on their pre-registration form & SSP goals.
 - one on one counseling with students in subject area of concern (teacher referral)
 - registering and monitoring of Virtual AR students' grades. HS counselor is the registrar of the program.
- ❑ **Dropout prevention** -individual counseling on grades to those in danger of not graduating.
 - Phoenix program at Morrilton (HUB-alternated education). Monitor grades/create schedules
 - Students not meeting graduation requirements or who fail courses may be allowed to take courses in APEX to recover credits towards graduation.
- ❑ **Transitions** Counselor coordinates and facilitates Shadow Days (5th graders visit the middle school and the 8th graders visit the HS building) Students are led around campus by upperclassmen/student leaders to explore buildings, meet teachers, see CTE programs in action, and get a sense of what moving up to the new building will be like. Members of the student council are assigned to students new to the district to help them learn the campus and acclimate to the new school environment.
- ❑ **Student loss** (death or divorce)
- ❑ **Study Skills, Social Skills/Self Esteem**

Bullying

Nemo Vista School Counselors follow the district policy and procedure for reporting bullying behavior.

Nemo Vista Counselors work with students through lessons and interventions to help them understand what a bystander is and encourage them to report any instance of bullying they witness to a trusted adult.

Nemo Vista Counselors along with other teachers and staff are required by DESE to earn two hours of bullying prevention professional development every two years.

Bullying Procedure (taken from the NV School District Section 2 Handbook)

Students are encouraged to report behavior they consider to be bullying; including a single action which if allowed continuing would constitute bullying, to their teacher or the building principal. The report may be made anonymously. Teachers and other school employees who have witnessed, or are reliably informed that, a student has been a victim of behavior they consider to be bullying, including a single action which if allowed to continue would constitute bullying, shall report the incident(s) to the building principal, designee, as soon as possible. Parents or legal guardians may submit written reports of incidents they feel constitute bullying, or if allowed to continue would be bullying, to the building principal or designee. **The person or persons reporting behavior they consider to be bullying shall not be subject to retaliation or reprisal in any form.**

A building principal, or designee, who receives a credible report or complaint of bullying shall:

1. As soon as reasonably practicable, but by no later than the end of the school day following the receipt of the credible report of bullying: a. Report to a parent, legal guardian, person having lawful control of a student, or person standing in loco parentis of a student that their student is the victim in a credible report of bullying; and b. Prepare a written report of the alleged incident of bullying;
2. Promptly investigate the credible report of complaint of bullying, which shall be completed by no later than the fifth (5th) days following the completion of the written report.
3. Notify within five (5) days following the completion of the investigation the parent, legal guardian, person having lawful control of a student, or person standing in loco parentis of a student who was the alleged victim in a credible report of bullying whether the investigation found the credible report or complaint of bullying to be true and the **availability of counseling and other intervention services.**
4. Notify within five (5) days following the completion of the investigation the parent, legal guardian, person having lawful control of the student, or person acting in loco parentis of the student who is alleged to have been

the perpetrator of the incident of bullying; a. That a credible report or complaint of bullying against their student exists; b. Whether the investigation found the credible report of complaint of bullying to be true; c. Whether action was taken against their student upon the conclusion of the investigation of the alleged incident of bullying; and d. Information regarding the reporting of another alleged incident of bullying, including potential consequences of continued incidents of bullying;

5. Make a written record of the investigation, which shall include; a. A detailed description of the alleged incident of bullying, including without limitation a detailed summary of the statements from all material witnesses to the alleged incident of bullying b. Any action taken as a result of the investigation; and

6. Discuss, as appropriate, the availability of counseling and other intervention services with students involved in the incident of bullying.

Students found to be in violation of this policy shall be subject to disciplinary action up to and including expulsion. In determining the appropriate disciplinary action, consideration may be given to other violations of the student handbook which may have simultaneously occurred. In addition to any disciplinary actions, the District shall take appropriate steps to remedy the effects resulting from bullying. Notice of what constitutes bullying, the District prohibition against bullying, and the consequences for students who bully shall be conspicuously posted in every classroom, cafeteria, restroom, gymnasium, auditorium, and school bus. Parents, legal guardians, persons having lawful control of a student, persons standing in loco parentis, students, school volunteers, and employees shall be given copies of the notice annually. The superintendent shall make a report annually to the Board of Directors on student discipline data, which shall include, without limitation, the number of incidents of bullying reported and the actions taken regarding the reported incidents of bullying.

Level of consequences will be at the administrator's discretion. Levels of Consequences: Level A: (Minimum): Student –Principal Conference (warning) Level B: Detention 82 Level C: Student, Parent, Principal Conference Level D: In-school Suspension Level E: Corporal Punishment Level F: Suspension Level G: (Maximum): Expulsion Students or adults, who knowingly fabricate allegations and falsely accuse a student of being a bully, will be subject to disciplinary action. Copies of this policy shall be available upon request. Legal Reference: A.C.A. § 6-18-514 A.C.A. § 5-71-217 DESE Rules Governing Student Discipline and School Safety Date Adopted: Oct. 2010 Last Revised: July 2020

Nemo Vista School counselors provide Indirect Counseling Services for students.

- ❑ Serve on committees such as RTI, IEP, 504, School Improvement, Wellness, Gifted and Talented, and other team meetings.
- ❑ Conduct professional development in areas such as but not limited to suicide prevention and statewide assessment training.
- ❑ [Provide relevant materials and resources](#) to teachers, students, and families not limited to the areas of child maltreatment reporting, suicide prevention, recognizing trauma in our students, and counselor referrals.
- ❑ Make referrals to school based or non school based mental health agencies such as Counseling Associates, [Pinnacle Pointe Outpatient Services](#), Pinnacle Pointe Hospital
- ❑ Update, maintain, and educate about the district's Suicide Prevention Awareness Program
- ❑ Arrange student college visit days and college recruiter visits
- ❑ Arrange military visits and ASVAB testing and interpretation
- ❑ Arrange for career speakers, ex. Koontz Electric, AR Elite Welding Academy, facilitate field trips such as Industry Day @ UACCM
- ❑ Provide opportunities for community involvement when available
- ❑ Coordination of the [UACCM Career Ready Program](#) where students may earn a certificate or associates degree in career or college transfer programs while earning concurrent credit.
- ❑ Organize and support advisory teachers facilitating Student Success Plans beginning in the 8th grade
- ❑ Provide SMACtalk and other resources for parents in the monthly HS Parent Newsletter
- ❑ Counselors participate in 2 parent/teacher conferences annually

Nemo Vista School counselors are assigned administrative duties.

- ❑ Elementary Counselor-District Test Coordinator and Building Test Coordinator;
- ❑ MS/HS Counselor-Building Test Coordinator
- ❑ Other duties as assigned by the principal

Nemo Vista School District



K-12 Suicide Awareness and Intervention Plan

Accountability/Assess

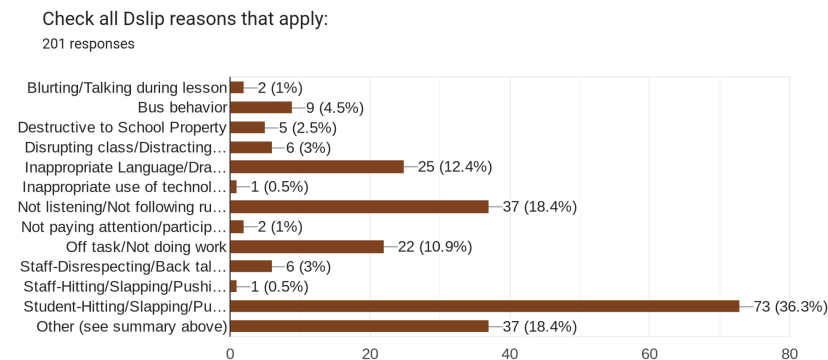
In order to demonstrate the effectiveness of the school counseling program in measurable terms, school counselors analyze school and school counseling program data to determine student need. School counselors use data to show the impact of the school counseling program on student achievement, attendance and behavior and analyze school counseling program assessments to guide future actions and improvements. The performance of the school counseling program is evaluated on the implementation of the mindsets and behaviors that guide a comprehensive school counseling program. School counselors incorporate organizational assessments and tools that are concrete, clearly delineated and reflective of the school's needs.

[End of Year Program Survey](#)

Data Tracking

Elementary

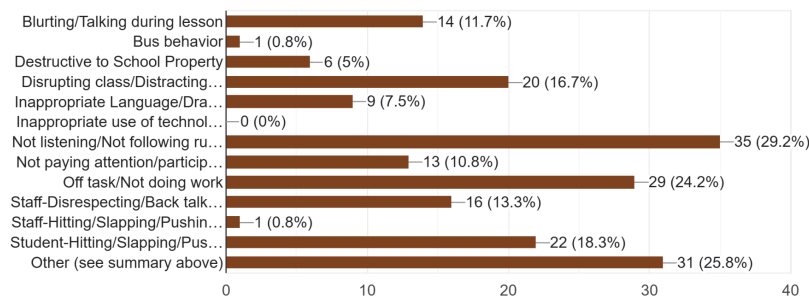
2023/2024



2024/2025

Check all Dslip reasons that apply:

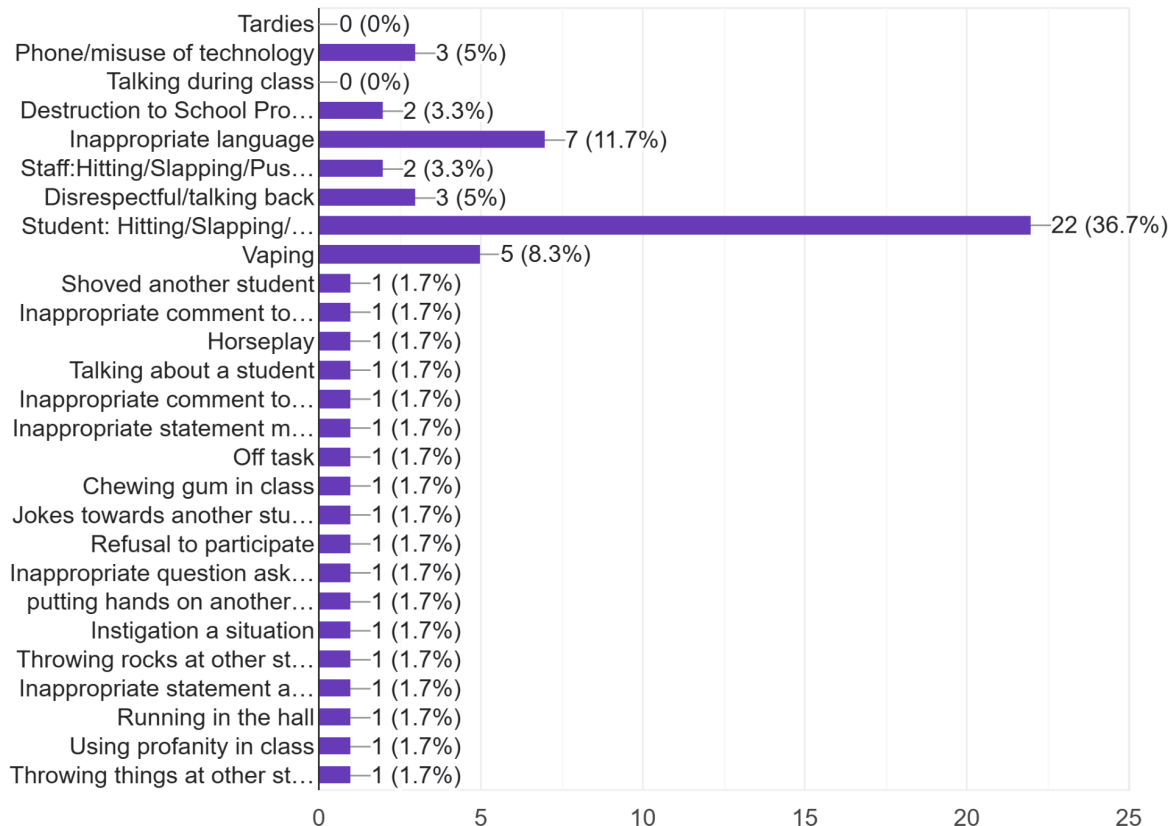
120 responses



Middle School

Check all reasons that apply:

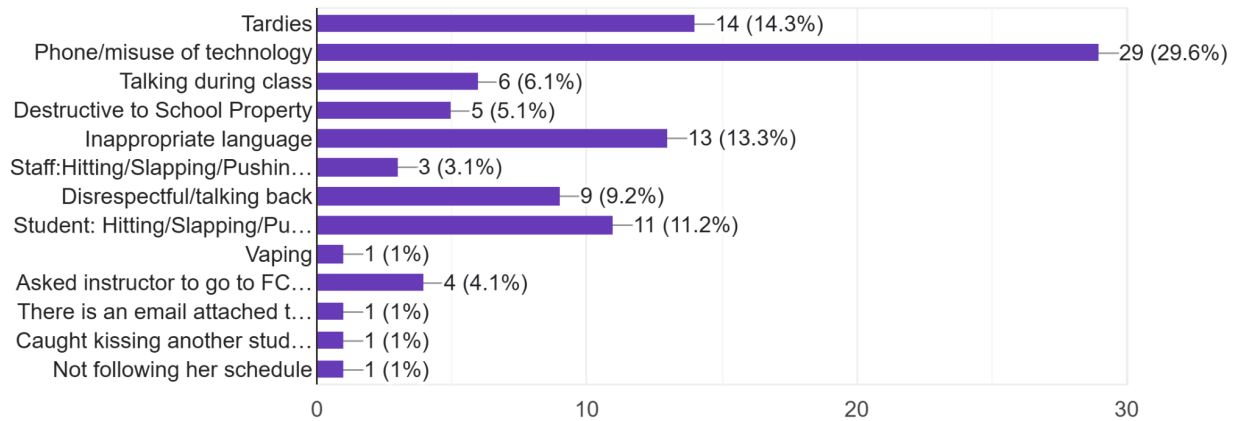
60 responses



High School

Check all reasons that apply:

98 responses



Program Results

Elementary

Current discipline data for the elementary school shows a continued need for interventions dealing with not listening/not following directions and being off task/not doing work. Analysis of discipline referrals for the two school years allows us to see that the total number of discipline referrals decreased from year 2023/2024 to 2024/2025, however the percentage for off task/not doing work rose slightly. The counselor will provide interventions and classroom lessons based on the GUIDE For Life curriculum addressing these needs.

Analysis of data shows that 4 out of 5 students that struggled with being off task/not doing work or not listening/not following directions during the 2024/2025 school year improved, either receiving 0 or only 1-2 more discipline slips, after receiving individual interventions. These interventions will continue to be used on an individual basis next school year.

Middle School

Current discipline data for middle school shows a much higher need for interventions dealing with students' inappropriate conduct versus the misuse of technology the year prior. Analysis of discipline referrals for the two school years allows us to see that individual interventions, guest speakers, and classroom lessons based on the GUIDE For Life curriculum provided by the counselor during the 2024-2025 school year did make a positive impact in students' overall misuse of technology.

High School

Discipline data for the 2024-2025 school year show a continued need for intervention in the areas of study accountability/tardiness. Advisory lessons in this area were presented to teachers but not effective in reducing the amount of students who were late to class. Repeat offenders were provided individual counseling in the areas of time management and goal setting, but also didn't prove to be effective. For the upcoming 2025-2026 school year, the focus for the program will remain supporting teachers and administration in *motivating* students to have better attendance, but to be in class on time and the importance of time management in meeting their college/career goals.

Evaluation and Improvement

Goals and results are evaluated and updated annually in the Nemo Vista School District Comprehensive Counseling Plan. Evaluation results are shared with stakeholders in a variety of ways.

Elementary

Parent Involvement Meetings

An updated version of the Comprehensive School Counseling Plan is posted on the Nemo Vista website under the "Statewide Required Information" tab. Stakeholders may view "program results", areas of strength and those identified as needing improvement identified for the elementary school on page 14 of Nemo Vista School District Comprehensive Counseling Plan.

Middle and High School

Monthly Parent Newsletter

An updated version of the Comprehensive Counseling Plan is posted on the Nemo Vista website under the "Statewide Required Information" tab. Stakeholders may view "program results", areas of strength and those identified as needing improvement identified for middle and high school on page 14 of Nemo Vista School District Comprehensive Counseling Plan.