

2025-2026 Strategic Plan

Ends Policies:

1. *School counselors are actively engaged in the dismantling of racist and discriminatory practices, policies, and institutions that further disadvantage and/or marginalize our students and communities.*
2. *School counselors are knowledgeable about and collaborate with students, parents/guardians, staff, school administrators, policy makers, community members in the development, implementation and evaluation of effective and comprehensive school counseling programs based on the ASCA National Model.*
3. *School counselors are knowledgeable about current ethical, legal, and professional practices and their application.*
4. *School counselors are knowledgeable about current trends in school counseling and education by participating in high quality professional development.*
5. *School counselors are actively engaged in state and national initiatives that impact the school counseling profession.*
6. *School counselors are empowered to take on leadership roles to build a community of Illinois school counselors that advocates for and recognizes excellence in our profession.*

Target Audiences:

- **Diverse Populations**
 - ISCA should promote an affinity space for school counselors of different faiths and diverse populations to ensure all counselors feel seen, valued, and supported in their identities. These spaces foster belonging, encourage authentic dialogue, and help counselors bring their whole selves to their work, ultimately enriching the support they provide to students from similarly diverse backgrounds.
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- **Regional Outreach (particularly Central and Southern IL)**
 - Previous listening sessions have revealed ISCA members' inconsistent awareness of and alignment with ISCA's regional structure. Our board and volunteer engagement continues to lag in Central and Southern Illinois. As such, it will be important for the association to help build affinity within/among these spaces (or consider revising the structure.)

- Parochial/Charter School Counselors
 - ISCA has not yet established a strong working alliance with the parochial/charter school systems in Illinois and, as such, has not been able to engage with or meaningfully build membership with school counselors in those spaces.
- K-12 Administrators
 - It is important for ISCA to pursue a goal of collaboration and education between school counselors and K-12 administrators because strong partnerships lead to more effective support systems for students. When counselors and administrators work together with a shared understanding of each other's roles, they can better align academic, social-emotional, and career development initiatives. This collaboration ensures that student needs are addressed holistically, leading to improved outcomes, a more supportive school climate, and stronger advocacy for equitable student success.

2025-2026 Association Goals

Here are the goals that the Board has identified for the association at-large. The goals have been linked directly to the ISCA Ends Policies in order to support the Board's progress monitoring efforts. Standing Committees are expected to align their work to any applicable goals listed below.

1. *Strengthen equity and inclusion within ISCA by expanding affinity spaces, assessing member needs, and ensuring representation across diverse counselor populations.*
2. *Enhance professional development opportunities that focus on K-12 administrative collaboration, practical skill application, and increased virtual engagement.*
3. *Evaluate and modernize ISCA's governance by auditing policies, updating procedures, and considering broader representation on the board.*

Key Performance Indicators (KPI's)

1. Advance Equity, Inclusion, and Representation

- **By May 2026:** Launch faith-based and other identity-based affinity spaces to support diverse member voices.
- **By December 2025:** Develop and deploy a needs assessment tool integrated into membership or event registration, aiming for **50% member participation** by May 2026.
- **By March 2026:** Identify and map membership represented by non-public schools to ensure equitable access to association offerings.

2. Strengthen Counselor-Administrator Collaboration

- **By May 2026:** Submit and present proposals for counselor-administrator partnership sessions at statewide conferences (IPA, IASA, ISBE) scheduled for **Fall 2026**.
- **By April 2026:** Launch a professional development series featuring counselor-administrator panels to support relationship-building and role clarity.

3. Expand and Enhance Professional Development

- **By May 2026:** Increase participation in virtual professional development by **10%** compared to the previous year.
- **By May 2026:** Ensure that **at least 50%** of virtual PD offerings focus on technical, actionable skills with immediate application.
- **By May 2026:** Host regional listening sessions to better understand professional development needs and engagement barriers.

4. Modernize Governance and Policy Infrastructure

- **By January 2026:** Conduct a comprehensive policy and procedures audit.

- **By June 2026:** Categorize and update all governance documents, publishing a revised manual
- **By January 2026:** Explore adding board representation for administrators and counselor educators to broaden stakeholder perspectives.