Professional Learning Resources

HATCHING RESULTS

Washington Office of Superintendent of PUBLIC INSTRUCTION

Upcoming Opportunities

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Comprehensive School Counseling Program (CSCP)
Professional Learning Resources

HATCHING RESULTS

Washington Office of Superintendent of PUBLIC INSTRUCTION

Past Opportunities

STATEWIDE WEBINARS	ESD WORKING SESSIONS	MINI-SERIES: CLOSING THE GAP
#1 - Getting Started with 5030 & ASCA 101 *(3/24/22)* Recording [93 min] | Slides | Watch Guide	ESD-Level Workshops 101 *(Spring 2022)* Slides - *Dedicated working time to complete tasks from webinars 1 & 2*	Identifying Gaps in the Data *(10/26/23)* Recording [1 hour] | Slides
#2 - School Counselor + Administrator Partnership *(5/24/22)* Recording [90 min] | Slides | Watch Guide		Finding the Root Cause *(11/29/23)* Recording [1 hour] | Slides
#3 - 80/20 Direct & Indirect Services *(10/6/22)* Recording [118 min] | Slides | Watch Guide	ESD-Level Workshops 201 *(Fall 2022)* Slides - *Dedicated working time to complete tasks from webinars 3 & 4*	Developing Meaningful Pre/Post Tests *(12/13/23)* Recording [1 hour] | Slides
#4 - CSCP Tier 1 Support in a Schoolwide MTSS *(11/29/22)* Recording [134 min] | Slides | Watch Guide		Determining Impact from Interventions *(1/11/24)* Recording [1 hour] | Slides
#5 CSCP Tier 2 & 3 Support in a MTSS *(1/17/23)* Recording [132 min] | Slides | Watch Guide	ESD-Level Workshops 301 *(Spring 2023)* Slides - *Dedicated working time to complete tasks from webinars 5 & 6*	Sharing Results of Closing the Gap Efforts *(1/24/24)* Recording [1 hour] | Slides
#6 Annual Program Review for CSCP *(3/15/23)* Recording [109 min] | Slides | Watch Guide		
#7 Back-to-School CSCP Kickoff: "Manage" *(8/16/23)* Recording [93 min] | Slides | Watch Guide	ESD-Level Workshops 401 *(Fall 2024)* Slides - *Dedicated working time to complete tasks from webinars 7 & 8*	**MINI-SERIES: DOCUMENTING THE CSCP THROUGH THE *NEW* CSCP TEMPLATE**
#8 "Define" - Aligning the CSCP to Standards *(10/4/23)* Recording [114 min] | Slides | Watch Guide		"Define" and "Assess" Components *(4/23/24)* Recording [1 hour] | Slides
#9 Mid-Year CSCP Check-In: "Deliver" Component *(1/17/24)* Recording [117 min] | Slides | Watch Guide (coming soon)	ESD-Level Workshops 501 *(Spring 2024)* Slides - *Dedicated working time to complete tasks from webinars 9 & 10*	"Manage" Component *(4/30/24)* Recording [1 hour] | Slides
#10 Assessing CSCP Effectiveness *(3/6/24)* Recording [3 hours]: Part 1, Part 2, Part 3 | Slides		"Deliver" Component *(5/7/24)* Recording [1 hour] | Slides

Continued...

ONLINE MODULES

USE OF DATA IN SCHOOL COUNSELING	MIDDLE SCHOOL POSTSEC READINESS	
(Credit/clock hour bearing courses - register here)	*(Credit/clock hour bearing courses - register here)*	*Sharable Flyer:*

USE OF DATA IN SCHOOL COUNSELING

#1: Data, Data, Data (15 clock hours)
This course introduces you to using data to design, implement, evaluate, and improve their comprehensive school counseling programs.

#2: It's All About TIME (15 clock hours)
This course teaches you evidence-based strategies for maximizing their time in role-appropriate ways to benefit students and support building leaders' goals.

#3: Tier 1 Action Plans & Pre/Post Tests (15 clock hours)
This course teaches you the basics of designing, implementing, evaluating, and improving their school counseling Tier 1 curriculum for the benefit of all students, including the development of high-quality pre/post tests.

#4: Intentional School Counseling and Tier 2 Interventions (15 clock hours)
This course teaches you how to use an evidence-based approach at Tier 2, including how to use data to identify students in need of supplemental Tier 2 support, determine the root cause of students' struggles, select evidence-based interventions that match student needs, develop Tier 2 action plans, and assess the effectiveness of interventions.

#5: Intentional School Counseling/Systems Change (15 clock hours)
This course empowers you to champion social justice, equity, and access for every student. Learn to recognize when students' data-driven needs necessitate broader school-wide systemic changes instead of student-focused interventions.

#6: Reporting Results and Flashlight Approach (15 clock hours)
This course teaches you to develop results reports and flashlight presentations that can be used to inform the school community about how the CSCP impacts students. Learn to create graphs and charts that visibly communicate how students are different as a result of the CSCP as well as how to present to your teachers and administrators about the impact of your work.

#7: Miracles/Challenges in the School Counseling Profession (15 clock hours)
This course explores the "Bermuda Triangle of School Counseling" and how to use the Logic Model for Program Success to identify changes needed to implement comprehensive programs. Learn to change obstacles into opportunities as well as understand the true power of school counselors.

MIDDLE SCHOOL POSTSEC READINESS

#1: Postsecondary Readiness For Middle School (15 clock hours)
Learn evidence-based strategies for helping middle school students (grades 5-10) develop positive postsecondary identities and self-efficacy.

#2: Program Development For Middle School Postsecondary Readiness (15 clock hours)
Learn how to use data to determine which college and career services are provided to every student and how to identify students who need additional support.

#3: Implementing Purposeful Programs & Services For Middle School Postsecondary Readiness (15 clock hours)
Learn how to leverage the College Board's Eight Components of College and Career Readiness Counseling to support the postsecondary development of middle school students, through a tiered approach.

Self-Paced Mini-Modules on OER
(not credit bearing)

- ASCA National Model 101 (OER)

- 80/20 Framework and Use of Time (OER)

- School Counselor-Administrator Partnership (OER)

Professional Learning Resources

Recommended Alignment Activities by CSCP Staff Role

School-Level CSCP Staff	School-Level Administrators	District-Level Leads Supporting CSCPs Districtwide	ESD-Level Leads Supports CSCPs Across the ESD
☐ Educate yourself about the requirements of 5030 and how your role might best support this work in a sustainable way	☐ Educate yourself about the requirements of 5030 and how your role might best support this work in a sustainable way	☐ Complete the district self-assessment tool	☐ Educate yourself about the requirements of 5030 and how your role might best support this work in a sustainable way
☐ Collaboratively with your supervising administrator, complete the practitioner alignment and planning tool	☐ Become familiar with best practices for various CSCP roles. Examples: ● School Counselor ● School Social Worker ● School Psychologist ● School Nurse	☐ Develop a written CSCP plan and share with all school sites (admin and CSCP staff)	☐ Recruit your districts and sites to participate in all upcoming webinars/trainings and follow up with those that need an "extra nudge" to participate
☐ Check out the 3 new self-paced modules to determine if working through them together is a good use of the team's time		☐ Ensure CSCP staff and administration have copies of templates and resources needed	☐ Support in connecting districts/sites to the ready-made resources, templates, etc. from OSPI and Hatching Results
☐ Participate in all upcoming webinars/trainings	☐ Collaboratively with your CSCP staff, complete the practitioner alignment and planning tool	☐ Schedule a meeting with all CSCP staff and supervising administrator(s) to ensure agreement on how to shift toward SSB 5030 requirements	☐ Coordinate cohort/PLC support for CSCP staff to meet with protected time (for them to support each other, complete 5030 online modules together, assess data, etc.)
☐ Use the ready-made resources, templates, etc. from OSPI and Hatching Results	☐ Collaboratively with your CSCP staff, gather and analyze data on CSCP staff's use of time	☐ Analyze site-level MTMDSS worksheets to determine district gaps/needs	
☐ Participate in cohort/PLC support for CSCP staff to complete 5030 online modules together	☐ Complete an Annual Administrative Conference with your CSCP staff	☐ Aid CSCP staff with adopting a time tracking tool and choosing when to conduct a time study	☐ Draft a plan for providing scaffolded support for different ESD departments and roles
☐ Communicate barriers to alignment with the district, ESD, and OSPI	☐ Draft a Monthly Administrator Check-In Tool with CSCP staff	☐ Collaboratively work with CSCP staff to determine how to categorize common CSCP tasks/activities	☐ Gather information from districts/sites about the barriers to alignment and communicate that to OSPI regularly
☐ Select a time tracking tool and track your use of time	☐ Collaboratively with your CSCP staff, determine next steps to strengthen the Tier 1 program	☐ Gather data on CSCP staff's use of time	
☐ Complete a site-specific MTMDSS worksheet to understand the current Tier 1 landscape	☐ Schedule monthly meeting with your CSCP staff to "check-in", provide partnership & support, and remove implementation barriers	☐ Begin to draft a district-wide Tier 1 Action Plan	
☐ Begin to draft a Tier 1 Action Plan	☐ Communicate barriers to alignment with the district, ESD, and OSPI	☐ Schedule regular meetings with CSCP staff and administration to check in, progress monitor, and adjust as needed	

CSCP Resources by Topic and 5030 Required Component

General Resources/Information	Use of Standards	Use of Data	Use of Time	Use of Personnel
- American School Counselor Association (ASCA) - ASCA National Model 101 - OER Module - AWSP - CSCP (SB 5030) Webpage - CSCP Templates - School version 2024 - District version 2021 - OSPI CSCP (5030) "Hub" - OSPI Guidance for SSB 5030 - School Board documents - CSCP Plan Resolution - CSCP Policy - CSCP Procedure - CSCP Transition Plan Template - School Counseling Videos for School Administrators - SSB 5030 Bill Text - Washington School Counselor Association (WSCA)	- ASCA Student Standards: Mindsets & Behaviors for Student Success - Washington Social Emotional Learning Standards - WA SEL and ASCA Mindsets & Behaviors Crosswalk	- ASCA Closing the Gap Results Report - ASCA Mindsets & Behaviors Results Report - ATLAS Protocol (data analysis template) - District CSCP Self-Assessment - Template	Slides School Practitioner Alignment & Planning Tool - Template	Slides	80/20: Prioritizing "Core CSCP Work Through Direct & Indirect Services - OER Module - Analyzing Time - Slides - Time Trackers (samples) - Time Study Debrief Questions - Direct Services definition - Indirect Services definition - Work Time definition	Administrator Monthly Check-In Tool - Template	Slides ASCA Annual Administrative Conference - Template	Slides - Non-counseling duties (slides) - School Counselor Admin Partnership - Slides - Characteristics of an Effective Principal-Counselor Relationship - Enhancing The Principal–School Counselor Relationship: A Toolkit - OER Module - Section 504 Policy 504 Coordination - Slides - Role of the Section 504 Coordinator - Jose L. Martín, Attorney at Law - US Dept of Ed Policy

*CSCP = Comprehensive School Counseling Program | AWSP = Association of WA School Principals | OER = Open Education Resources

Professional Learning Resources

Office of Superintendent of Public Instruction (OSPI) 5030 Resource Index

Administrators
- Association of Washington School Principals (AWSP) [School Leader Paradigm](#)
- [Annual Administrative Conference](#)
- Comprehensive School Counseling Program (CSCP) ([Videos for Administrators](#))
- [Monthly CSCP/Administrator Check-In Tool](#)

Annual Calendars
- [Annual Calendar Template](#)
- [Sample Year-at-a-Glance Planning Guide: Elementary](#)
- [Sample Year-at-a-Glance Planning Guide: Secondary](#)

Closing the Gap
- Examples
  - [Elementary](#)
  - [Middle](#)
  - [HS](#)
- [Template](#)

College and Career Readiness
- [Career Guidance Washington Lessons](#)
- [High (11th–12th grade) Sample Lesson Plan Package: College and Career Readiness](#)
- [Junior Achievement BizTown - Simulation Learning Experience](#)
- [Junior Achievement USA - Boundless Futures Through Education](#)
- Tier 2 College and Career Example - [Posse/Cohorted Career Pathway or Scholarship Group](#)

- [Washington Financial Education Resource Page](#)

Curricula, School Counseling
- [Example Tier 1 Core Curriculum Action Plan](#)
- [Hatching Results "Go-To" Resources for Elementary School Counseling Curriculum](#)
- [Hatching Results Secondary School Counseling Core Curriculum Resources](#)
- [Tier 1 Core Curriculum Action Plan Template](#)
- Sample Tier 2 Curriculum Materials
  - Association of Washington Student Leaders (AWSL)[Communication Guidebook](#)
  - [Boystown Social Skills](#)
  - [Career Guidance WA](#)
  - [Character Strong](#)
  - [Hunter and His Amazing Remote Control](#)
  - [MindUp Curriculum](#)
  - [Missouri Curriculum](#) (multidomain)
  - [Sanford Harmony](#)
  - [Second Step](#)
  - [Study Skills Curriculum](#)
  - [SuperFlex Social Thinking](#)
  - [Tier II/III Attendance Resources](#)
  - [Why Try](#) (experiential activities)
  - [Zones of Regulation](#)

Data
- [School Data Summary Tool](#)
- [Example: Agreed-Upon Data Points for Tier 2 Queries](#)

- [Examples of Tier 2 and Tier 3 Data Qualifiers per Domain](#)

Data Miniseries
- Developing Meaningful Pre/Post Tests
  - [Slides](#)
  - [Recording](#)
- Finding the Root Cause
  - [Slides](#)
  - [Recording](#)
- [Identifying Gaps in the Data](#)

Discipline
- [Equity in student discipline](#)
- [Restorative Practices in Schools: Designing for Equity](#)

Evaluation (see Performance Appraisal)

Individualized Learning Plans (ILPs)
- [District-Level Example of ILP, Chicago Public Schools](#)
- [District-Level HSBP Implementation Analysis Guide](#)
- [OSPI Resources on Secondary Transition](#)
- [Promoting Quality Individualized Learning Plans Throughout the Lifespan: How-To Guide 2.0](#)
- [State-Level Example of Individual Student Planning, Missouri DOE](#)

High School and Beyond (See Individualized Learning Plans)

Lesson Plans
- Elementary (4th–5th grade) Sample Lesson Plan Package: Don't Blow Your Top
  - [Lesson Plan](#)
  - [Slides](#)
  - [Pre/Post Test](#)

- - Pre/Post Data
- High (11th–12th grade) Sample Lesson Plan Package: College and Career Readiness
- Middle (7th–9th grade) Sample Lesson Plan Package: Hey, Hey, Hey…Let's Calculate that GPA! (Grades Matter and GPA Calculation)
  - Lesson Plan
  - Slides
  - Pre/Post Test
  - Pre/Post Data

Multi-tiered, multi-domain, system of support (MTMDSS)
- Attendance Resources
- CSCP MTMDSS Assessment (Tiers 2/3)
- Fillable MTMDSS Worksheet
- Hatching Results MTMDSS Video
- Tier 2 Academic Supports Examples
  - Tiger Talks Credit Intervention
  - Middle School GPA Workshop Tracker Project
- Tier 2 Direct Services Examples
- Tier 2 Indirect Services Examples
- Tier 2 Intentional Intervention Planning Tool

Multi-tiered Systems of Support (MTSS)
- WA-MTSS Implementation Coordinators

Needs Assessments
- Secondary Survey Question Bank
- Non-cognitive Need Survey

OSPI
- OSPI Attendance November newsletter
- OSPI School Counseling Newsletter Article (February 2022)

Plan Do Study Act (PDSA) (See Student-centered Data-informed, Decision-making Cycle)

Performance Appraisal
- ASCA School Counselor Performance Appraisal

Pre/Post Assessments
- Likert scale response options
- Pre/post examples with feedback
- Pre/post webinar part 1 | part 2
- Sample Vetted Pre/Post Tests
- SEL Pre/Post Assessments
  - Anxiety Assessment Scale
  - CASEL SEL Assessment Guide
  - Hope *(see appendix for 6-item scale; p. 418-419)*
  - Hope Google Form
  - Mental Health, Social-Emotional, and Behavioral Screening Instruments
  - Protective Factors Index for K-5 - Instrument
  - Protective Factors Index for K-5 - Teacher Manual
  - School Belonging Option 1 - Google Form
  - School Belonging Option 1 - Scoring Reference Sheet
  - School Belonging Option 2 - Google Form
  - School Belonging Option 2 - Paper Version
  - Student Risk Screening Scale (SRSS-IE)

Progress Monitoring
- Panorama Interventions Progress Monitoring Toolkit

Root Cause
- 5 Whys for Inquiry, The
- Approaches to Root Cause

- - Attendance Root Cause Survey Questions
- Root Cause Analysis—Clark County School District
- Six Key Features of an Equity-focused Root Cause Analysis in Education - Bridges to Learning

School-Based Team Functionality Rubric

Schoolwide Programs and Activities
- Inspire Kindness
- Mix it Up! Lesson Plans and Resources
- PBIS.org
- Red Ribbon Week

Section 504 (see Students with Disabilities)

Self-Paced Modules on OER
- 80/20 Framework and Use of Time
- ASCA National Model 101
- School Counselor-Administrator Partnership

Social Emotional Learning (SEL)
- Washington SEL Implementation Brief: \
- Focus on Culturally Responsive Practices
- WA-SEL Standards, Benchmarks, and Indicators

Standards
- ASCA School Counselor Professional Standards & Competencies
- ASCA School Counselor Professional Standards & Competencies Assessment
- ASCA Ethical Standards
- ASCA Mindset & Behavior Standards for Student Success
- ASCA Student Standards Learning Objective Database
- College Board: The Eight Components of College and Career Readiness Counseling

Comprehensive School Counseling Program (CSCP)
Professional Learning Resources

- Crosswalk: ASCA Student Standards and Social Justice Standards
- Hatching Results Professional Standards & Competencies Self-Assessment
- Learning for Justice Social Justice Standards
- WA Financial Literacy Standards
- WA-SEL Standards, Benchmarks, and Indicators

Student-Centered, Data-Informed, Decision-Making Cycle
- Student-Centered, Data-Informed Decision-Making Cycle Activity

Students with Disabilities
- Resources from the US Department of Labor to Support Students with Disabilities
- Role of Section 504 Coordinator (504idea.org)
- Section 504 Policy (US DOE, 2016)
- WA District 504 Coordinator Lookup
- OSPI 504 Policy and Guidance

Templates
- CSCP School-Level Template
- Annual Administrative Conference
- Annual Student Outcome Goal Plan
- ASCA Mindset & Behavior Standards Action Plan Template
- Tier 1 Core Curriculum Action Plan Template
  - Example Action Plan Template - ES
  - Example Action Plan Template - MS
  - Example Action Plan Template - HS

Tier 2 Intervention Websites
- Attendanceworks.com
- CASEL Program Guides
- CSCORE EBP Resources for School Counselors
- EBP Resource Center - SAMHSA
- Fixschooldiscipline.org
- Interventioncentral.org
- What Works Clearinghouse

Tier 3
- Tier 3 Meeting Agenda Template
- Ter 3 Meeting Norms Template

Transitions (see Individualized Learning Plans)
Webinars
- 5030 Implementation: 80/20 Direct & Indirect Services
- 5030 Implementation: CSCP Support in a MTSS (Tier 1)
- 5030 Implementation: CSCP Support in a MTSS (Tiers 2 & 3)
- Annual Program Review for CSCP
- Back-to-School CSCP Kickoff: "Manage"
- CSCP Tier 1 Support in a Schoolwide MTSS
- "Define" Component
- Getting Started with 5030 and ASCA 101
- School Counselor + Administrator Partnership: Tools to Support Working Together and Aligning to 5030