



# Comprehensive School Counseling Plan 2025-2026

DEFINE  
(FOUNDATION)



# School Counseling Mission Statement



The mission of the Ouachita River School District Comprehensive Counseling Program is to provide a safe, caring environment where everyone learns and grows. Through participation in the counseling program, all students will develop essential academic, career, and personal, social/emotional skills.



## School Counseling Vision Statement

The vision of the Ouachita River School District Comprehensive Counseling Program is that each student finds their purpose and uses that purpose to impact the world as productive citizens of society, implementing problem-solving and critical-thinking skills.



# **ORSD Counseling Program Belief Statements**

- \* All students have dignity and worth**
- \* All students can be academically successful and productive members of society**
- \* All students have access to a full-time, state-certified, master-degree level school counselor to deliver support, programs & services to meet student needs through the comprehensive school counseling program**
- \* All students have the right to participate in the school counseling program**
- \* All students have the right to make choices and accept responsibility for choices made**

# ORSD Counseling Program Standards & Competencies

**ASCA School Counselor Professional Standards & Competencies (2019)**

<https://www.schoolcounselor.org/asca/media/asca/home/SCCompetencies.pdf>

**ASCA Ethical Standards for School Counselors (2016)**

<https://www.schoolcounselor.org/asca/media/asca/Ethics/EthicalStandards2016.pdf>

**ASCA Mindsets and Behaviors for Student Success: College- and Career-Readiness Standards for Every Student (2021)**

<https://www.schoolcounselor.org/school-counselors/about-asca/mindsets-behaviors>

**G.U.I.D.E. for Life**

<http://www.arkansased.gov/divisions/learning-services/guide-for-life>

# ORSD Counseling Team

**Apryl Philpot**, Oden K-12 Counselor

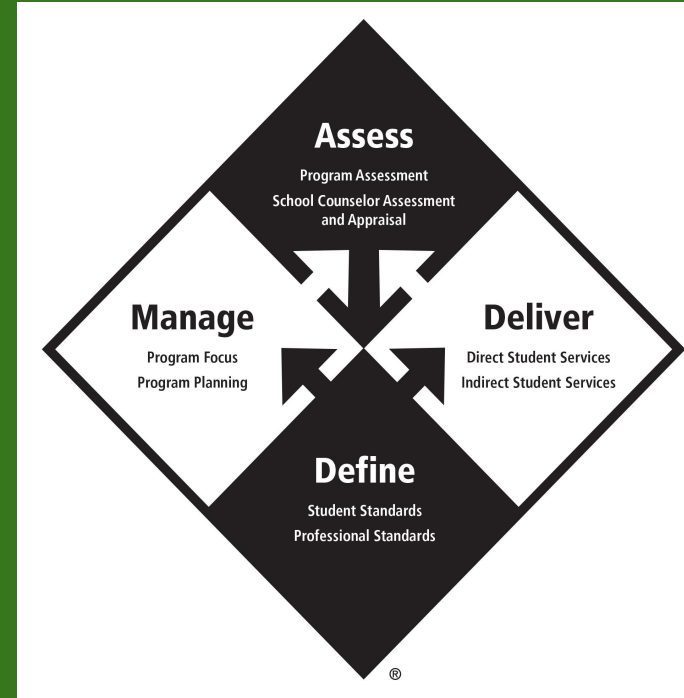
(870) 326-4311 | [aphilpot@orsd.k12.ar.us](mailto:aphilpot@orsd.k12.ar.us)

**Tammy Young**, Acorn Middle/High School Counselor (6-12)

(479) 394-5544, x. 104 | [tyoung@orsd.k12.ar.us](mailto:tyoung@orsd.k12.ar.us)

**KyLynn Ledbetter**, ORSD Mental Health Therapist, Acorn K-5 & Oden K-6 School Counselor

(479) 394-2348, x. 306 | [kledbetter@orsd.k12.ar.us](mailto:kledbetter@orsd.k12.ar.us)



# ORSD Counseling Advisory Committee

Elicia Bergum, Oden K-12 Principal

Jennifer Barrett, Oden Elementary School Teacher &

Oden K-12 Parent/Family/Community Engagement Coordinator

Rhonda Willborg, Acorn Elementary School Teacher

Stephen Olmstead, Oden High School Teacher

Michelle McGee, Acorn High School Teacher

Kara Black, UA Cooperative Extension Service (Montgomery County)

Bridgett Martin & Claire Williamson, UA Cooperative Extension Service (Polk County)

Western Arkansas Counseling & Guidance Center Therapists

Student Council Representatives

UA Rich Mountain EOC, ETS & Upward Bound Staff



# FY2026 ORSD COUNSELING TEAM ROLES

Tammy Young, Acorn Middle/High School Counselor

## Grade 6

- Guidance Lessons - transitioning to middle & high school

## Grades 7-12

- Small Group Counseling
- Individual Counseling
- Responsive Services
- Facilitate Referral Process for Support Services
- Community Service Learning Coordinator

ORSD Career Coach/Student Success Plan Coordinator

Acorn High School PLC & Leadership Team Member

The Ouachita River School Counselors follow the American School Counseling Association (ASCA) Model for Standards and Competencies & ASCA Student Standards: Mindsets & Behaviors for Student Success.



# FY2026 ORSD COUNSELING TEAM ROLES

Apryl Philpot, Oden K-12 School Counselor

Grades K-12

- Individual Counseling
- Responsive Services
- Facilitate Referral Process for Support Services
- Community Service Learning Coordinator

Oden Schools' PLC & Leadership Team Member



The Ouachita River School Counselors follow the American School Counseling Association (ASCA) Model for Standards and Competencies & ASCA Student Standards: Mindsets & Behaviors for Student Success.

# FY2026 ORSD COUNSELING TEAM ROLES

KyLynn Ledbetter, L.P.C. - Mental Health Therapist & Acorn Elementary Counselor

Grades K - 6th (Acorn & Oden campuses)

- Guidance Lessons

Grades K-12 (Acorn & Oden campuses)

- Small Group Counseling
- Individual Counseling
- Responsive Services
- Social-Emotional Development and Mental Health Counseling



The Ouachita River School Counselors follow the American School Counseling Association (ASCA) Model for Standards and Competencies & ASCA Student Standards: Mindsets & Behaviors for Student Success.

ASSESS

# ORSD Administrative Annual Conference - School Counseling Program

*Before the start of each school year, each school counselor meets with their building principal to review and identify the roles and responsibilities of the school counselor and plans for the upcoming year. Areas of strength and growth are identified and plans are developed for implementation in the upcoming year.*

*Goals, annual calendar, use of time, and budgets are addressed to determine effectiveness of school counseling plan in addressing areas of student domains: academic, career, and social-emotional development.*

*Agreements are signed by each party and reviewed annually and on an as- needed basis.*

Annual Administrative Conference			
School Counselor _____ School Year _____			
After completing the school data summary, I have identified the following data priorities:			
_____			
_____			
Based on these data priorities, I will address the following goals as listed in the annual student outcome goal plan template:			
<b>Annual Student Outcome Goals</b>			
1	_____		
2	_____		
<b>School Counselor Use of Time</b>			
A minimum of 80% of time is recommended for direct and indirect student services and 20% or less in program planning and school support.			
<b>Use of Time from Previous School Year</b>			
Based on two sets of time 5-day calculations from previous school year (attached)			
Direct Student Services	Indirect Student Services	Program Planning and School Support	Non-School Counseling Duties
%	%	%	%
<b>Use of Time Plan for Current School Year</b>			
Indicate your planned time allocations for this school year			
Direct Student Services	Indirect Student Services	Program Planning and School Support	Non-Counseling Duties
%	%	%	%
[Updated, June 2021]			

Ratio and Caseload		
The American School Counselor Association recommended ratio is one school counselor per 250 students.		
Ratio	One School Counselor Per _____ Students	
Caseload defined by:	Alpha Assigned: _____ Last names beginning with: _____ to _____ Grades covered: _____ Students in grades: _____ All Students in Building: _____ Other: _____	
<b>Program Implementation Plan to Address Priorities</b>		
Attach the following documents for review and discussion during the conference:		
• Classroom and Group Mini-Units & Behaviors Action Plan • Closing the Gap Action Plan • Annual Calendar		
<b>Advisory Council</b>		
The school counseling advisory council will meet to provide feedback and input on the school counseling program.		
Full Meeting Date:	_____	
Spring Meeting Date:	_____	
Proposed Members (names and stakeholder position)	_____	
<b>Professional Development</b>		
I plan to participate in the following professional development based on annual student outcome goal and my School Counselor Professional Standards & Competencies self assessment.		
Date(s)	Topic	Cost
_____	_____	_____
_____	_____	_____
_____	_____	_____
[Updated, June 2021]		

School and District Committees and Professional Work		
Group	Time Commitment	School Counselor's Role
_____	_____	_____
_____	_____	_____
<b>Budget Materials and Supplies</b>		
Materials and supplies needed: _____		
Annual budget: \$ _____		
<b>School Counselor Availability/Office Organization</b>		
The school counseling office will be open for students/parents/teachers from _____ to _____		
My hours will be from _____ to _____ (if flexible scheduling is used)		
The career center will be open from _____ to _____		
<b>Other Staff and Volunteers</b>		
Role/Responsibility	Person Assigned (no signature required)	
School Counseling Department Assistant	_____	
Attendance Assistant/Clerk	_____	
Data Manager/Registrar	_____	
College and Career Center Assistant	_____	
Other Staff	_____	
Volunteers	_____	
<b>Signatures of school counselor and administrator must be within the first two months of school.</b>		
School Counselor Signature _____		
Administrator Signature _____		
Date Conference Held & Template Signed _____		
Print Day of School _____		
[Updated, June 2021]		

**Annual Administrative Conference - 2024-2025**

# ORSD FY2026 Program Goal

## Data FY2026

The goal of the Ouachita River School District Counseling Department for FY2026 is to develop career awareness activities and opportunities for students in grades K-12 in collaboration with ORSD Career and Technical Education instructors and programs to prepare students for college & career readiness.

In order to obtain data, ORSD counselors in collaboration with ORSD CTE Instructors will conduct formal and informal surveys. In Fall 2025, surveys will be conducted with students to gain understanding of their knowledge and experience with careers.

School	FY2026 GOAL Career Awareness
Acorn Elementary	60%
Acorn High School	70%
Oden Elementary	60%
Oden High School	70%

# FY2026 Action Steps

## TIER I

- Counselors will conduct surveys on career awareness for all grades.
- Counselors will invite community volunteers to speak to students about careers.
- Counselors will focus guidance lessons with K-6 students on career awareness, exploring various careers.
- Counselors will assess through career inventories with 6-12 students to identify career interests (6-12) and skills (10-12)
- Counselors will target grades 5-8 for participation in early career experiences.

## TIER II

- Counselors will collaborate with the ORSD CTE Instructors, CAP Advisors, and Grade Level Sponsors to assist students in grades 6-12 in small group settings to identify career pathways and map career goals.
- Counselors, CAP Advisors and Grade Level Sponsors will assist students in grades 6-12 to record career experiences in their Student Success Plan.

## TIER III

- Counselors will meet with students individually in grades 6-12 who need additional assistance in identifying career opportunities and mapping career goals.

MANAGE  
&  
DELIVER



# Act 190



The School Counseling Improvement ACT, states that school counselors shall spend at least 90% of his/her time each month, on student contact days, providing direct and indirect counseling services to students.

ORSD Counseling Services and Responsibilities address and meet ACT 190 in counseling services in the domain areas of student academic, career and personal/social-emotional development,

# ORSD COUNSELING SERVICES & RESPONSIBILITIES

## DIRECT SERVICES

### **TIER I Level**

\*Addressing student development domain areas: Academic, Career & Personal/Social-Emotional

\*Guidance lessons addressing ASCA frameworks and/or GUIDE for Life; limited to 40-minute sessions, not to exceed three (3) sessions per day and ten (10) per week

\*Grade-level sessions: addressing ASCA frameworks, student needs addressed through Student Success Plans, GUIDE for Life

### **TIER II Level**

\*Individual/Group Counseling Sessions addressing needs at the Tier II Level

### **TIER III Level**

\*Responsive Services addressing critical/crisis situations which occur at Tier III Level

Referrals may be in person, email, phone, fax and digital referral form.

[MS/HS Counseling Referral Form](#)

[Elementary Counseling Referral Form](#)

# ORSD COUNSELING SERVICES & RESPONSIBILITIES

## Indirect

- \*Consultations made on behalf of a student with staff, parent/guardian, or agency
- \*Referrals for outside mental health services
- \*Decisions-Making Teams: Member of student services decision-making teams - 504, IEP, G/T, ALE placement
- \*Advisory Committee Meetings
- \*Resources on Counselor Pages - [www.ouachitariversd.org](http://www.ouachitariversd.org)

## Administrative

- \*Leadership Teams
- \*504 & IEP Committees
- \*McKinney-Vento Coordinator
- \*Student Success Plans
- \*Testing Coordination
- \*Caring, Learning, Growing, Safe & Wellness Committees

# Suicide Prevention

## Act 190

Counselors address age-appropriate suicide awareness and prevention through;

- a) strategies to help identify a student who is at risk for suicide
- b) strategies and protocols to help students who are at risk for suicide
- c) protocols for responding to a suicide death

## How ORSD addresses law

- Suicide awareness and prevention lessons are given to students in grades 7-12 which include identifying a student who is at risk and what to do if a student needs help
- Age-appropriate guidance lessons are presented to students in grades k-6
- The ORSD Crisis Plan is followed when responding to a suicide death.

Resources: “A Friend Asks” App

<https://afsp.org/>

National Suicide Prevention Lifeline—988  
(shared with students, staff & community; posted on campus, website, and social media)

# Bullying Prevention

## ACT 1029

This act amends previous anti-bullying legislation and addresses anti-bullying continuing education, notice procedures and reporting requirements.

## ACT 190, Counselors will

- Assist school employees in training to recognize bullying behaviors
- Respond to bullying that is occurring in the school
- Provide strategies to support students who are being bullied
- Provide strategies to help bystanders speak out against bullying

## Resources:

<https://www.stopbullying.gov/>

<http://www.eyesonbullying.org/>

<https://www.ncpc.org/resources/bullying/>

## How ORSD addresses the law

- Faculty and staff receive training related to bullying prevention and reporting incidents of bullying.
- All students are informed about bullying prevention and steps for reporting bullying through guidance lessons and school assemblies.
- Students who are bullied are supported through individual and group counseling.
- Bystanders are encouraged to speak up for those who are bullied.

# Transitioning Students



**Counselors will provide orientation for new students and for students transitioning to new levels of education within the school.**

## How ORSD addresses law

- Orientations are provided to new students who enroll in the district.
- Transition meetings are held in August before school begins to assist students with schedules and provide tours of the school.
- FAFSA Financial Aid Night is scheduled for seniors and their parents.
- “Transition Day” is held annually in May for 6th grade students to simulate classroom and extracurricular experiences with high school staff to prepare for transition to 7th grade in high school building.
- ORSD Career Connect Day is held in the spring semester. This event connects seniors with future employers with business and industry partners conducting interviews with students based on their career field and top occupation.

# Drop-Out Rate

## Act 190

Counselors intervene with students who are at risk of dropping out of school to determine if there is a way to keep at-risk students in school.



## How ORSD addresses law

- At-risk students are referred to the counselor to discuss reasons the student is at risk.
- The counselor and student discuss alternative solutions to keep the student in school.
- The counselor and student make a plan to complete the requirements for graduation and receive a high school diploma and provide solutions to barriers.

# Physiological Needs

## How ORSD student & family needs

- \*Backpack Program - Project Prevent hosts food drive
- \*Project Prevent Toy Drive & Sorge Christmas Project - Gifts donated & wrapped
- \*Clothes Closet - clothes, hygiene products/toiletries, shoes donated and provided
- \*Community Resource Guide - Livebinder link on website
- \*Basic School Supplies - provided to students
- \*Community Partnerships - meet student & family needs

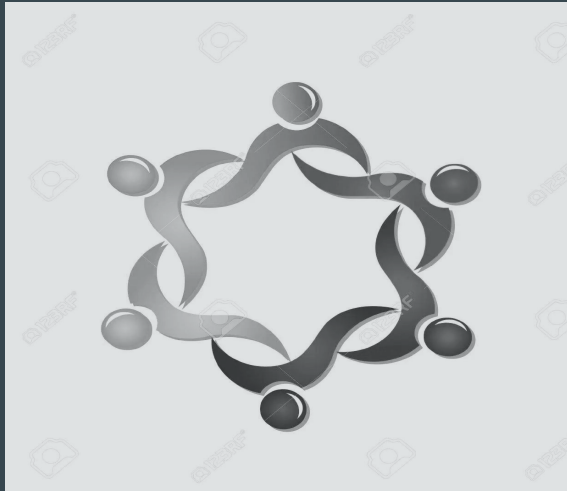




# Collaborate With Teams

## Act 190

The counselor serves as a contributing member of a decision making team.



## How ORSD addresses law

- PLC Meetings
- 504 Plan Meetings
- IEP Meetings
- LPAC Meetings
- CAP & Parent/Teacher Conferences
- Referral Conferences - retention, mental health services, academic intervention
- Wellness Committee
- Parent/Family/Community Engagement Committee

# Post-Graduation Follow-Up

## How does ORSD address the component:

\*Exit interview is utilized to collect personal email addresses with current graduating class members

\*Post-graduation follow-up survey is distributed to collect postsecondary information on each graduating class member.



*Link to Post-Graduation*

*Follow-Up Survey:*

[Post Graduation Follow-Up Survey](#)

# Student Success Plans

## Act 930 of 2017

- Guide the student along pathways to graduation
- Develop an individualized plan and systematic process to provide student access and promote student and parent engagement in the student's education - secondary and postsecondary, and personal/social-emotional development
- Address accelerated learning opportunities
- Address academic deficits and interventions
- Include college and career planning components

## How ORSD addresses law

*ORSD School Counselors & Career Coach Staff provide students an opportunity to explore and plan for the future to help them understand the relationship between academics, personal competencies, and future aspirations. They work with students in grades 6-12 to engage in development of on-going, editable, and personal electronic student success plan portfolio starting in elementary through postsecondary.*

[ORSD - AR Student Success Plan](#)

# Career Planning Process

## ACT 190

- Guide the student in understanding the relationship between classroom performance and success in school & beyond
- Provide resources to identify career interests and aptitudes to assist a student in age-appropriate college & career planning
- Guide the student in understanding the advantages of completing career certifications & internships
- Interpret augmented, criterion-referenced, or norm-referenced assessments for students & parents
- Provide information to parent/guardian on college preparation, financial aid/scholarships, & career opportunities
- Encourage parent/guardian to support partnerships in student's learning and career planning process

## How ORSD addresses law

*ORSD School Counselors & Career Coach Staff provide students an opportunity to explore and plan for the future to help them understand the relationship between academics, personal competencies, and future aspirations. They work with students in grades 6-12 to engage in development of on-going, editable, and personal electronic student success plan portfolio starting in elementary through postsecondary., utilizing the KUDER Career Planning System.*

\*Be Pro Be Proud Simulation Workshop

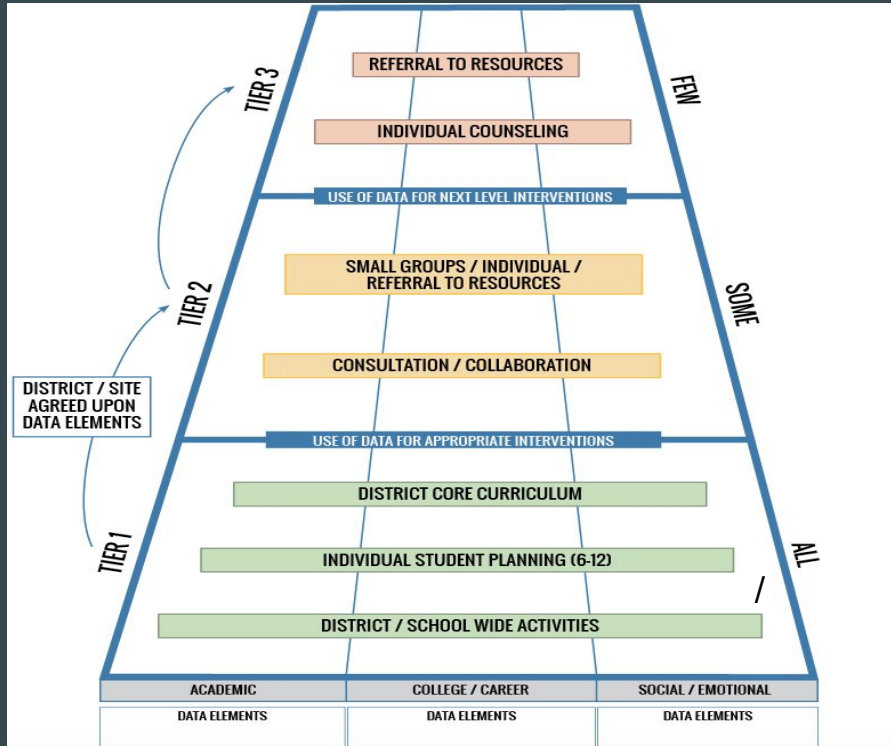
\*College/Career/Job Fairs & Guest Speakers

\*Guidance lessons K-12 focusing on career exploration, skills, interests and work values

\*ORSD Career Connect Job Interview Fair

\*ORSD Senior Recognition Days - career, military, college, trade school

# ORSD Elementary & High School Counseling Calendars FY2025



ORSD Elementary School Counseling Calendar  
FY2025

ORSD High School Counseling Calendar  
FY2025

ACCOUNTABILITY

# ORSD FY2025 Program Goal & Results

The goal of the Ouachita River School District Counseling Department for FY2024 & FY2025 was to develop student awareness of community service learning(CSL) in grades K-8 and create new opportunities to participate in community service learning in grades 9-12.

In order to obtain data, ORSD counselors conducted surveys. In 2023-2024 school year, informal assessment was conducted with students to measure their understanding of community service learning. In 2024-2025, information was disseminated and presentations conducted to inform and educate students and parents. Results from FY2025 are included in the table titled, Data FY2025.

Data FY2025

School	FY2025 CSL Awareness
Acorn Elementary	60%
Acorn High School	90%
Oden Elementary	60%
Oden High School	93%



*Preparing Students for LIFE!*

*#orsdlifeprep*