



JESSE BACON, SUPERINTENDENT

ADRIENNE USHER, ASSISTANT SUPERINTENDENT

BRANDY HOWARD, CHIEF ACADEMIC OFFICER

TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent 

FROM: Althea Hurt, Director of Human Resources 

DATE: May 15, 2023

RE: **Item for the MAY Board Meeting - Full-time Counselor at BLMS**

Assistant Superintendent, Adrienne Usher, requests to add the full-time counselor to the staffing at Bullitt Lick Middle School. The school currently has one full-time counselor and a 100-day counselor that is paid out of Title Funding. The rationale is that the addition will assist in providing equitable access for students, staff, and families to reduce barriers for learning. Funding will come from the General Fund.

Attachments: Memo from Dr. Usher

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To: Dr. Jesse Bacon, Superintendent
Lisa Lewis, Director of Finance
Althea Hurt, Director of Human Resources

From: Adrienne Usher, Assistant Superintendent

Date: April 10, 2023

Re: Full-Time School Counselor at Bullitt Lick Middle School

Rationale

The rationale for adding a second full-time counselor position at Bullitt Lick Middle School is rooted in providing equitable access for students, staff and families to reduce barriers for learning. Currently with one full-time counselor and one 100 day counselor paid out of title I funding we have been able to see students over 1500 times during the course of the year for individualized counseling visits. This averages to 12 minutes per session for students. Over $\frac{2}{3}$ of those students have been seen by our full-time counselor with the others being seen by the part-time one.

Currently we are serving 30 students in Tier II or Tier III RTI behavior support. Adding another full time counselor would allow us to further delve into the Russ Greene Collaborative and Proactive solutions work that we as a school have committed to. This work makes the assumption that all students want to do well if they can and that any behavioral deficiencies are because students lack adaptive skills to positively engage in their worlds. Adding an additional team member would allow us to more thoroughly complete the assessment for lagging skills by increasing the number of students served as well as building collaborative teams that can work towards a solution for a student's problem behavior. BLMS envisions creating three collaborative teams that will work with students, families, and teachers to address deficiencies in behaviors. One team would be headed by this additional counselor, one by the existing counselor and one by the MTSS coach. Since we are averaging around 12 minutes per student of face-time this could increase the amount of students that can have intentional time with their counseling support team and could lead towards more proactive solutions to behavioral issues instead of the reactionary ones that we are working through now.

Additionally we would like to run more small groups that provide targeted therapeutic support for our students - currently we are running about 7 groups but would like to expand to over 20 that can be facilitated by an additional counselor with each counselor facilitating 10 groups during the course of their work day. What we have found in the post-COVID era is that a large volume of students have experienced adverse childhood experiences and need assistance dealing with them and we simply cannot proactively service students without an additional support of full-time human resource power.

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