

**School Counselor Corps Grant Program**  
Applications Due: Friday, March 13, 2020, by 11:59 pm

**Part IA: Cover Page - Applicant Information**

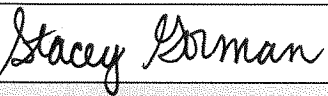
Local Education Provider (LEP)/BOCES Information			
<b>LEP/BOCES Name:</b>	Morgan County School District RE-3	<b>LEP/BOCES Code:</b>	2405
<b>Mailing Address:</b>	715 West Platte Avenue, Fort Morgan, CO 80701		
Type of Education Provider			
Check box below that best describes your organization or authorizer.			
<input checked="" type="checkbox"/> School District <input type="checkbox"/> BOCES <input type="checkbox"/> Institute Charter School(s) <input type="checkbox"/> District Charter School(s)			
Region			
Indicate the region of Colorado this program will directly impact.			
<input type="checkbox"/> Metro <input type="checkbox"/> Pikes Peak <input type="checkbox"/> North Central <input type="checkbox"/> Northwest <input type="checkbox"/> West Central <input type="checkbox"/> Southwest <input type="checkbox"/> Southeast <input checked="" type="checkbox"/> Northeast			
Recipient Schools			
Indicate the intended recipient schools. Additional rows may be added.			
Pioneer Elementary School		Green Acres Elementary School	
Columbine Elementary School			
Baker Elementary School			
Feeder Schools			
If elementary, indicate feeder schools. Additional rows may be added.			
Fort Morgan Middle School			
Authorized Representative Information			
For charter school applicants, the Authorized Representative will be a person from the authorizing district or CSI.			
<b>Name:</b>	Dr. Rena Frasco	<b>Title:</b>	Assistant Superintendent
<b>Telephone:</b>	970-370-6113	<b>E-mail:</b>	rfrasco@morgan.k12.co.us
Program Contact Information			
<b>Name:</b>	Dr. Rena Frasco	<b>Title:</b>	Assistant Superintendent
<b>Telephone:</b>	970-370-6113	<b>E-mail:</b>	rfrasco@morgan.k12.co.us
Fiscal Manager Information			
For charter school applicants, the Fiscal Manager will be a person from the authorizing district or CSI.			
<b>Name:</b>	Mike Lee, CFO		
<b>Telephone:</b>	970-370-6107	<b>E-mail:</b>	mike.lee@morgan.k12.co.us
Funding Request			
<b>Amount of Funding Requested for Year 1:</b>	\$40,000		
Previous Grant Information			
The following information will be verified by CDE and considered in the funding decision:			
<b>Has the lead applicant previously received a School Counselor Corps Grant?</b>			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Have any of the listed recipient schools previously received a School Counselor Corps Grant?</b>			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>If yes, please specify which schools:</b>			
<b>If previously funded, were licensed counselor positions sustained?</b>			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>If previously funded, were any unspent funds reverted back to CDE?</b>			<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
<b>If Yes, please enter the year(s) and amount(s) below:</b>			
<b>Year(s):</b>		<b>Amount(s):</b>	
<b>Current number of licensed school counselors employed by lead applicant:</b>			8

## Part IB: Recipient School Information and Principal Signature Page

Complete and attach after Cover Page. If needed, additional copies of this page should be attached in order to include each participating school. **Note:** if grant is approved, funding will not be awarded until all signatures are in place. Please attempt to obtain all signatures before submitting the application, when possible.

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- <https://highered.colorado.gov/Data/Districtatagance.html>
- <http://www.cde.state.co.us/dropoutprevention>
- <http://www.cde.state.co.us/cdereval/pupilcurrentschool>
- <http://www.cde.state.co.us/schoolview>

Recipient School Information				
<b>School Name:</b>	Pioneer Elementary School		<b>School Code:</b>	6954
<b>Mailing Address:</b>	415 Spruce Street, Fort Morgan, CO 80701		<b>Charter School:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Principal Information				
<b>Name:</b>	Stacey Gorman			
<b>Telephone:</b>	970-370-6234	<b>E-mail:</b>	sgorman@morgan.k12.co.us	
<b>Principal Signature:</b>				
School Data				
<b>Current student to school counselor ratio:</b>			.5:332	
<b>Percentage of students with Individual Career and Academic Plans (ICAP):</b>			0	
<b>Percentage of students with an adequate Math and/or Reading proficiency score:</b>			16.8%	
<b>Postsecondary remediation rate:</b>			N/A	
<b>Postsecondary enrollment (matriculation) rate:</b>			N/A	


Year 1 of the SCCGP funding is a planning year. The funds awarded are used to conduct a needs analysis and environmental scan to identify district and school needs, root causes, and guide SMART goal development. The development year award is \$25,000 - \$50,000, depending on number of schools included in the application. The goals will be multi-year and multi-tiered for the remaining years of the grant. A successful planning year is necessary for funding to be available for the implementation years (years 2, 3, and 4). Successful grantees can request up to \$100,000 per funded school, with an average award of \$80,000, for implementation and increase of school counseling services. The final funding amount will be based on identified need as determined by the development year report. See Authorized Activities for approved use of funds at [www.cde.state.co.us/postsecondary/scc\\_resources](http://www.cde.state.co.us/postsecondary/scc_resources).

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- <http://www.cde.state.co.us/cdereval/pupilcurrentschool>
- <http://www.cde.state.co.us/schoolview>

Recipient School Information				
<b>School Name:</b>	Baker Elementary School		<b>School Code:</b>	1009
<b>Mailing Address:</b>	300 Lake Street, Fort Morgan, CO 80701		<b>Charter School:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Principal Information				
<b>Name:</b>	Daniel Cooper			
<b>Telephone:</b>	970-370-6370	<b>E-mail:</b>	daniel.cooper@morgan.k12.co.us	
<b>Principal Signature:</b>				
School Data				
<b>Current student to school counselor ratio:</b>			.5:314	
<b>Percentage of students with Individual Career and Academic Plans (ICAP):</b>			0	
<b>Percentage of students with an adequate Math and/or Reading proficiency score:</b>			25.6%	
<b>Postsecondary remediation rate:</b>			N/A	
<b>Postsecondary enrollment (matriculation) rate:</b>			N/A	


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- <https://higherred.colorado.gov/Data/Districtataglance.html>
- <http://www.cde.state.co.us/dropoutprevention>
- <http://www.cde.state.co.us/cdereval/pupilcurrentschool>
- <http://www.cde.state.co.us/schoolview>

Recipient School Information			
<b>School Name:</b>	Columbine Elementary School	<b>School Code:</b>	1850
<b>Mailing Address:</b>	815 West Street, Fort Morgan, CO 80701	<b>Charter School:</b>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Principal Information			
<b>Name:</b>	Nick Ng		
<b>Telephone:</b>	970-370-6273	<b>E-mail:</b>	nck.ng@morgan.k12.co.us
<b>Principal Signature:</b>			
School Data			
<b>Current student to school counselor ratio:</b>	.5:363		
<b>Percentage of students with Individual Career and Academic Plans (ICAP):</b>	0		
<b>Percentage of students with an adequate Math and/or Reading proficiency score:</b>	18.5%		
<b>Postsecondary remediation rate:</b>	N/A		
<b>Postsecondary enrollment (matriculation) rate:</b>	N/A		

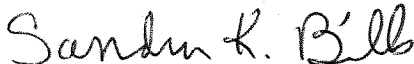
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- <http://www.cde.state.co.us/cdereval/pupilschool>
- <http://www.cde.state.co.us/schoolview>

Recipient School Information			
<b>School Name:</b>	Green Acres Elementary		<b>School Code:</b> 3620
<b>Mailing Address:</b>	930 Sherman Street		<b>Charter School:</b> <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Principal Information			
<b>Name:</b>	Sandra Bills		
<b>Telephone:</b>	970-370-6323	<b>E-mail:</b>	sabills@morgan.k12.co.us
<b>Principal Signature:</b>			
School Data			
<b>Current student to school counselor ratio:</b>			.5:304
<b>Percentage of students with Individual Career and Academic Plans (ICAP):</b>			0
<b>Percentage of students with an adequate Math and/or Reading proficiency score:</b>			28%
<b>Postsecondary remediation rate:</b>			N/A
<b>Postsecondary enrollment (matriculation) rate:</b>			N/A


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- <http://www.cde.state.co.us/schoolview>

Recipient School Information				
School Name:	Fort Morgan Middle School		School Code:	3074
Mailing Address:	605 Education Avenue		Charter School:	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
Principal Information				
Name:	Jason Frasco			
Telephone:	970-370-6424	E-mail:	jfrasco@morgan.k12.co.us	
Principal Signature:				
School Data				
Current student to school counselor ratio:			2:710	
Percentage of students with Individual Career and Academic Plans (ICAP):			100%	
Percentage of students with an adequate Math and/or Reading proficiency score:			34.8%	
Postsecondary remediation rate:			N/A	
Postsecondary enrollment (matriculation) rate:			N/A	

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## Part IC: Program Assurances Form


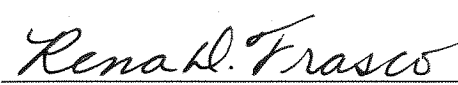

The appropriate Authorized Representatives must sign below to indicate their approval of the contents of the application for the **School Counselor Corps Grant**, and the receipt of program funds.

On March 2, 2020, the Board of Morgan County School District RE-3 hereby applies for and, if awarded, accepts the state funds requested in this application. In consideration of the receipt of these grant funds, the Board agrees that the General Assurances form for all state funds and the terms therein are specifically incorporated by reference in this application. The Board also certifies that all program and pertinent administrative requirements will be met. In addition, grantees that accept the School Counselor Corps Grant Program funding agree to the following assurances:

- 1) The grantee will annually provide the Colorado Department of Education the evaluation information required on page 5 and in the Progress Report of the Request for Applications (see **Attachment B**).
- 2) The grantee will work with and provide requested data to CDE for the School Counselor Corps Grant Program within the timeframes specified.
- 3) During years one and two, a mandatory one-day review of grant goals will be required for grant managers and counselor supervisors of School Counselor Corps counselors in addition to monthly webinars during year one. It is an expectation during years two, three, and four that in addition to counselors funded through the grant, that at least one school leadership member (principal or assistant principal) must attend a CDE sponsored School Counselor Corps training. Counseling teams are strongly encouraged to attend.
- 4) The grantee will not discriminate against anyone regarding race, gender, national origin, color, disability, or age.
- 5) Funds will be used to supplement and not supplant any moneys currently being used to provide school counseling activities and grant dollars will be administered by the appropriate fiscal agent.
- 6) Funded projects will maintain appropriate fiscal and program records and fiscal audits of this program will be conducted by the grantees as a part of their regular audits.
- 7) If any findings of misuse of these funds are discovered, project funds will be returned to CDE.
- 8) The grantee will maintain sole responsibility for the project even though subcontractors may be used to perform certain services.
- 9) Grant and school counselor supervisors will attend two, one-day overview, goal review and planning sessions in the fall and spring.
- 10) Principals of funded schools must annually attend a one-day training in the Denver metro area prior to the beginning of the school year.
- 11) School counseling positions and successful programs initiated under the grant shall be sustained by the grantee in order to potentially be considered for future Colorado School Counselor Corps grant funding.

The Colorado Department of Education may terminate a grant award upon thirty days' notice if it is deemed by CDE that the applicant is not fulfilling the requirements of the funded program as specified in the approved project application, or if the program is generating less than satisfactory results.

Project modifications and changes in the approved budget must be requested in writing and be approved in writing by the Colorado Department of Education before modifications are made to the expenditures. Please contact Eve Pugh ([Pugh\\_E@cde.state.co.us](mailto:Pugh_E@cde.state.co.us) | 303-866-4123) for any modifications.

<u>Teri Lapp, Morgan County School District Board President</u> Name of Organization Board President (School Board, BOCES, Charter School)	 Signature	<u>3/2/2020</u> Date
<u>Dr. Rena Frasco</u> Name of Organization Authorized Representative (Superintendent, Charter School Institute, BOCES Executive Director)	 Signature	<u>3.2.2020</u> Date
<u>Dr. Rena Frasco</u> Name of LEP Program Contact	 Signature	<u>3.2.2020</u> Date

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## Executive Summary

Fort Morgan School District Re-3 is located in the town of Fort Morgan, in Morgan County. The district currently has an enrollment of approximately 3,460 students, of which 755 are students in grades 5-7. The School Counselor Corps Program would allow Fort Morgan School District to expand capacity on our school counseling team by providing funding for additional school counselors to join the existing team to provide additional services in academic, career, social/emotional development and postsecondary readiness. These counselors will align with the district's commitment to implement the American School Counselor Association's National Model.



## Narrative

### **Section A: Quality of Program Development**

Fort Morgan School District Re-3 (FMSD) recognizes the importance of evidenced based practices and standards. The district has a commitment for school counselors to implement the American School Counselor Association's (ASCA) mindsets and behaviors for student success. FMSD recognizes the integral skills necessary for students to achieve academic success, college and career readiness and social/emotional development. On an annual basis, the entire district counseling team presents to the Board of Education during National School Counseling Week highlighting the ASCA National Model and how the mindsets and behaviors are being looked at on a daily basis in the district. Because middle and elementary schools are included in program development, FMSD is committed to the Elementary and Middle School ICAP Quality Indicators.

Currently, FMSD would like to increase and sustain the availability and implementation of effective school-based counseling in order to increase the percentage of students who are prepared for postsecondary education and graduation rates. Many of the School Counselors in the district cover more than one school. With 7.8 FTE, the provider to student ratio for School Counselors is 1:443. The American School Counselor Association's recommended ratio is 1:250. Currently there are 2.8 School Counselors at the high school (grades 9-12), 2 School Counselors at the middle school (grades 6-8), 0.5 School Counselor at Lincoln Alternative Education Campus (grades 9-12) , and 0.5 School Counselor at each of the 4 elementary schools (grades 1-5) and the early learning center which includes preschool and kindergarten.

During the program development phase, FMSD will support ongoing, sustained professional development for the team of school counselors and administrators that support the goals, objectives, and design focus of the School Counselor Corps Grant Program. The district counseling team, consisting of all counselors, meet on a monthly basis with the Assistant Superintendent. These meetings are in addition to attendance by counselors at CSCA state level conference and other professional development offerings. Currently, 3 of our school counselors have been trained to train staff on Youth Mental Health First Aid which is an integral component of social and emotional development for our youth.

District level counselors identified the need for utilizing data over time two years ago and chose to complete the book study, *Making Data Work: An ASCA National Model Publication* by Carol Kaffenberger, Ph.D., and Anita Young, Ph.D. One of the outcomes of completing this book study was that counselors began analyzing their use of time. At our most recent Board of Education, counselors shared their data highlighting how much time is allocated to tasks. Due to the level of social and emotional needs, the counselors are allocating more and more time toward working with students on mental health concerns and needs.

#### **SMART Goal #1**

A comprehensive needs assessment will be conducted and completed for FMSD during the 20-21 school year.

**What data will you collect that will indicate the objective has been achieved?**

Survey data will be collected from all district 5-7 <sup>th</sup> graders.		
Activity	Date to be completed (in chronological order)	Job Title of Person Responsible
Conduct Student Needs Assessment	September-November 2020	School Counselor
Complete Environmental Scan/Collect Anecdotal Evidence from Students	December 2020	School Counselor
Identify Root Causes from Assessment	December 2020-February 2021	School Counselor
Create SMART goals for implementation	March-April 2021	School Counselor

Goals for years 2-4 will be solidified once the environmental scan and needs assessments are completed during year 1. The anticipated goals will be focused on consistency of transitions, social/emotional skills and supports, postsecondary aspirations and options, and academic planning.

Overall, FMSD has a large population of at-risk students in our buildings that are struggling with trauma, adverse childhood experiences, reduced access to basic needs and mental health services, and cultural differences, to name a few. The diversity within our district continues to grow, and currently includes majority minority, 64% free/reduced lunch, and 10.2% homeless and 23 languages spoken. With our diverse population, it has been difficult to provide adequate intensive supports. Our 2019 District Performance Framework shows that we are in the 32<sup>nd</sup> percentile for academic achievement in CMAS-English Language Arts at the elementary level. While we are Approaching for all students, we are not meeting academic achievement for English Learners or Students with Disabilities. This is a similar trend in math at the 32<sup>nd</sup> percentiles with not meeting for English Learners or Students with Disabilities.

Academic growth at the elementary is Approaching, however we are still only performing growth wise at the 40<sup>th</sup> percentile. In addition, middle schoolers (grades 6-8) are approaching in academic achievement and growth for English Language Arts. Furthermore, FMSD continues to report a fairly high percentage of students as having a Significant Reading Deficiency. In spring of 2019, 23% of K-3 were reported to the Colorado Department of Education. While this is above the state average, a large number of students also may not have a plan as many are newcomers to the United States and have an English Language Development Plan which would increase the percentage.

The School Corps Counselor Grant will assist in closing achievement gaps through identification of student needs in relation to career, academic, and social/emotional needs for students. FMSD will be implementing Capturing Kids Hearts in the fall of 2020 district wide to focus on

social/emotional supports for all students. With grant funding to focus on career and academic planning, gaps will be closed due to the fact that additional FTE will be available to assist with the transition from 5<sup>th</sup> to 6<sup>th</sup> grade and focus on students' ICAPs. Identifying and addressing the needs listed above, will provide students tools and skills which will in turn give them supports as they move to high school, which will increase graduation rates.

District and school administrators have identified a need for additional FTE in school counseling. This was identified a few years ago as a part of the Strategic Planning process. In order to meet with ratio set forth by ASCA, additional staff is necessary. School counselors meet monthly and have been engaged throughout this process identifying student need in FMSD.

### **Section B: Partnerships**

FMSD currently has several strong external community partners that will be integral in expanding the work of academic success, career awareness, and social/emotional development. Our current partnership with Morgan Community College (MCC) has increased the number of students taking CTE and college level courses at Fort Morgan High School. In addition, MCC hosts a variety of weekend and summer opportunities for students from elementary through middle school (i.e. robotics camp, STEM Camp, Creative Writing).

In regards to career awareness, the Fort Morgan Workforce Center has been collaborative in facilitating dialogues with local employers and providing students opportunities to complete work experience hours. Annually, there is a career fair held for all Fort Morgan Middle School students hosted by Morgan Youth Council and The Power 8. As FMSD moves forward with graduation pathways and Capstone projects, more local employers will be engaged in conversation on how our students can best meet local employer's needs.

Social and Emotional Support external partners also exist in Fort Morgan. Centennial Mental Health Center is already working with the district providing services per the school administration's discretion. Other community partners that are currently working with FMSD in some capacity and would continue to do so with this project would be the Morgan County Family Center, an agency that provides referrals and resources for a variety of issues to promote safe and stable families as well as being the fiscal agent for the Basic Center grant, a program to provide assistance to homeless, unaccompanied youth; the Steps program which is a day treatment center funded by Centennial BOCES, DHS, and Northeast Colorado Health Department.

In relation to internal partnerships, the School Counselor Corps Grant will enhance the partnerships across our 4 elementary buildings and help move meaningful career conversations into the Fort Morgan Middle School. Administration from across all buildings meet on a weekly basis. Utilizing common language and having consistent communication is essential in an effective school system.

Since youth are more often open to learning from their peers, school counselors will ensure development of student groups, not only for intervention for students at risk, but also to

provide peer to peer education and support. FMSD also plans to continue to involve parents by providing education and information through the parent nights as well as inform/involve parents/guardians in any interventions in which their student may be participating. This grant will tie in nicely to efforts from our Migrant Family Outreach Coordinator (through CBOCES) and our School Health Professional grant (through CDE funds) and our local efforts to increase and enhance student and parent engagement.

### **Section C: Postsecondary**

If funded, FMSD would affect the culture of career postsecondary awareness between schools and build on to the systemic efforts of ensuring a robust ICAP system beginning in the elementary schools continuing to the middle school and ultimately high school. The grant will transform the postsecondary options as additional school counseling staff will be available to collaborate and present to FMSD's 5<sup>th</sup> graders.

Increasing the capacity and effectiveness of the school counseling program and academic and career and postsecondary preparation services provided to students requires transparent communication from all stakeholders. As stated earlier, district level administrators are meeting with school based administrators on a weekly basis discussing academic and overall success strategies for all students. In turn, leaders work with faculty and community in bridging conversations on meeting needs.

Our implementation of ICAP for middle school students has increased just in the past year with allocation of a FTE for providing career awareness through an elective. Students all have access to Naviance and are exploring their strengths and careers that may be linked to their strengths. At the elementary level, with only .5 school counselor at each building, the ICAP is not very robust, but students still have opportunities to explore careers through a variety of curricular activities.

The postsecondary and workforce readiness sections on the district Unified Improvement Plan will highlight the goals of the School Counselor Corps Grant including increasing graduation rates and also increasing postsecondary opportunities for our students. In addition to graduation guidelines for the class of 2021 and beyond, FMSD is introducing graduation pathways and capstone for all students to tap into students' passions and interests.

The graduation pathways were introduced as FMSD administration and counseling team felt as though we were unintentionally creating barriers for students by having only one pathway to a high school diploma. In addition to creating pathways at the high school, opening up doors for students for successful transition between elementary and middle school is essential. Consistent counseling services for all elementary schools and having a counselor daily will change the trajectory for many students in relation to strengths-based approaches to academic, career, and social/emotional development.

Our current grading practices between the elementary and middle school levels are misaligned whereas the elementary utilizes standards-based grading and the middle school utilizes letter grades. There will need to be some robust discussion regarding grading practices and procedures as a district as we move into 2020 Colorado Academic Standards Implementation. This will begin at the administrative level and then may include development a district wide committee of practitioners.

At Fort Morgan High School, we currently have 59 students taking AP courses. We also have 180 taking concurrent enrollment courses through Morgan Community College. Finally, we overall have 181 students in the district identified as G/T. These students receive services as outlined by their Advanced Learning Plans and may include pull-out services at the elementary school levels. Our remedial courses at the secondary level include our special education programming and programming for newcomer students. At the elementary and middle school level, scheduling for students may have more intensive interventions and time in place for at-risk including reading interventions for all students identified as SRD.

#### **Section D. Budget Narrative & Electronic Budget Form**

FMSD is asking for \$40,000 in year one. This would provide funding for .5 FTE including salary and benefits, to be used to hire a School Counselor. The School Counselor is the individual responsible for the completion of the SMART goals and will oversee and facilitate the comprehensive needs assessment for year 1 funding. In addition, travel costs are budgeted for travel to attend three, one-day trainings for a team to attend.

Years 2, 3, and 4 have additional requests regarding staffing, including 2 FTE for school counselors. This includes salaries and benefits. If necessary, the general fund will supplement any salary/benefit unable to be attained by the grant as benefit costs are increasing for each FTE with health insurance and PERA costs. In addition, travel costs are budgeted for travel to attend three, one-day trainings for a team to attend for years 2, 3, and 4.

Sustainability for the costs for additional FTE once the grant dollars have expired will be looked at reallocating with general fund dollars. This was a similar process after the expiration of the prior School Counselor Corps Grant dollars. After the next 4 years, graduation pathways will be well underway with more supports also at Fort Morgan High School where FTE will be paid with general fund monies.

#### **Section E: Previously Funded Schools**

The FMSD has been able to sustain an additional FTE after our funding with School Counselor Corps Grant previously ended in 2018. Through prior funding, Freshman Academy was established, which provided an additional school counselor dedicated to the freshman team. This academy focuses on transition from 8<sup>th</sup> to 9<sup>th</sup> grade. Freshman are continually supported academically and emotionally to remain on track for graduation. The continued success of this model includes identifying at-risk students earlier so a MTSS plan can be initiated. The academy

team of teachers, counselor, and administration meet at least weekly to discuss students. FMSD has maintained its focus on Freshman Academy and has even implemented an initial year of Sophomore Academy building on the successes of the Freshman Academy.

One of the goals from the previous grant was to increase accessibility to postsecondary awareness based on the needs assessment. FMSD has been able to sustain college campus visits with freshman. The high school has implemented ICAP days for all students. As a result of the focus of the grant, there is a continued increased awareness for all staff regarding meeting the 8 ICAP quality indicators.