

Decision Item #13: INCLUDE MINORITY SERVICE COORDINATORS IN GUIDANCE ALLOCATION

Background: In the early 1970's the District replaced a guidance counselor allocation with a Career Awareness Counselor position to address issues relating to specific needs of minority students. This position was expanded to all high schools and continues to exist as positions that have been retitled Minority Service Coordinator. The intent of these four positions is to ensure that all students regardless of ethnicity have their needs met socially, academically and from a safety standpoint and to increase the number of minority students with solid academic and social skills upon graduation.

The role of these positions varies significantly within each school and includes tasks such as mediation, testing, counseling and facilitation of school visits. In addition, these positions are key contacts for special programming internal to the District and between the District and community organizations.

In addition to the minority service coordinators, each minority student within the District is assigned to a guidance counselor for achievement tracking and career planning. The minority service coordinator positions report directly to the high school principals and therefore, do not interact on a regular basis with the Guidance Program Support position.

Expenditures: \$250,690 salary and fringe expenditures

Revenues: None.

FTE: 4 FTE – one allocated to each regular high school

Anticipated Savings: By including these positions within a school's guidance allocation, the District would save an amount equal to 4 FTE, or \$250,690.

Student Impact: Intended to serve 2659 minority students at the high school level.
Student to Minority Service Coordinator ratio = 664 students per 1 Coordinator

Guidance Counselors within the High School =
Approximately 350/1 counselor.

Strategic Priorities: Direct link to Home and Community Partnership objective. (1)

Board Priorities: Direct link to board priority regarding 94% attendance rate and academic performance.

Effectiveness: Priority of the Minority Service Coordinator allocation is ranked #19 out of 27 by school principals in terms of allocation priorities. Conversely the guidance counselor allocation is ranked #1.

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Effectiveness: (cont.) As currently allocated these positions are expected to service a considerable number of students. In addition, the efforts of such positions are not coordinated with similar efforts within the guidance area. The efforts of these positions also are mainly focused on the African American population, while the District has approximately 1,400 students of other ethnicity.

Redundancies or Availability of the Service Elsewhere:

The positions serve a different role than guidance counselors however, some of the activities performed by both of these positions for the same student are duplicative. (e.g. career counseling, achievement tracking).

Service Delivery:

The District would capitalize on the knowledge and experience of these positions by integrating the responsibilities into the guidance program which would allow professional development on these issues for all guidance counselors which would translate into better assimilation approaches to minority specific issues.