

## Board Creates Strategic Plan

Borrowing from the military, President Cindy Edson led the VTSCA board through a strategic planning session that involved writing a mission, a philosophy, and a plan of action. Believing that the association was lurching from one issue to another without an overall sense of what it wants to accomplish, Cindy marched the board members through a complete review of what the association stands for and what it wants to accomplish. The strategic plan looks at the big picture, sets some long-term goals, and outlines the way we are going to reach them. . With

a plan in place, VTSCA leaders can react to a short-term problem without changing the overall goals (in military terms, using a tactical solution). Our time and money will be focused on reaching the long-term goals because the strategic plan gives us a way to set priorities.

Reading a plan like this one is not particularly entertaining, but before your eyes glaze over and your mind goes to cake-land, take a look at what the board has produced. (You know cake-land, don't you?; that special place you go when you are in a long, boring meeting with no important role to perform but people expect you to be there anyway.) The board battled for two days over what should be included and how it should be worded—it's worth a few minutes of your time.

Membership has fallen off and the board wants a re-invigorated association that supports school counselors and is relevant to their needs. Your dues help the association to support all school counselors in the state. Remember that VTSCA is created by counselors for counselors. When people join, they want to know what's in it for me? What am I going to get for my money? Member dues are used to produce conferences and professional development workshops, to support the web

site and the newsletter, and to train leaders to help the association move forward, among other things. We're also looking for counselors who want to give back to the profession.

In 1963 Wayne Blanchard was sitting at his desk in Concord High School (NH) when the intercom crackled to life and he heard the announcement that President Kennedy had been shot. In 1986, Cindy Edson was sitting at her desk in Concord High and watched as the space shuttle Challenger exploded with her teacher, Christa McAuliffe, on board. Out of tragedies like these comes the realization that these people sacrificed a lot for their passion in what they

**The board battled for two days over what should be included and how it should be worded—it's worth a few minutes of your time.**

were doing and for their belief that the world could be a better place. Kennedy's famous words—"Ask not what your country can do for you, ask what you can do for your country."—sparked a generation of volunteers. In that same spirit, the board is looking for counselors who would be willing to

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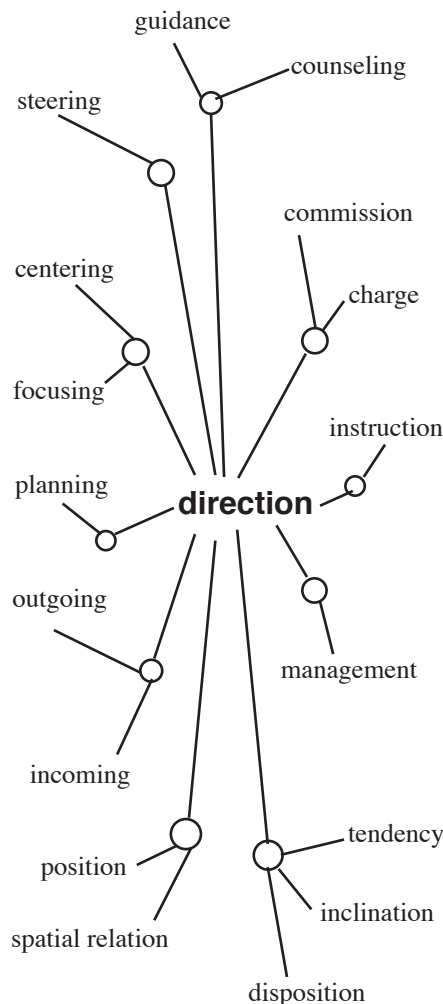
## Board Creates Strategic Plan

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give some time to the organization.

Help us to bring the strategic plan to life. For each of the eight goals, we need people to put them into action. We need people plan conferences and workshops; people who like to write to help with the newsletter and web site; people to help identify and contact all the counselors in the state (oddly, the Department of Education doesn't have a list of counselors); people who are interested in politics who could help with government relations to advocate for school counselors; people who would be willing to be our connection with other professional organizations; people with desire to improve the profession could help to write a model of comprehensive school counseling in Vermont; people who understand legal and ethical issues

and who would be willing to serve as a resource to others; and people who would like to serve on the board or organize regional meetings. If you have an interest, the board would like to know about it. Contact President Cindy Edson at Hartford High School (295-8620 x368).



Vermont School Counselor Association  
P.O. Box 665  
Burlington, VT 05402-0665  
www.vtsc.org

President - Cindy Edson  
Pres. Elect - Roger Forando  
Secretary - Meaghan Parker  
Treasurer - Barbara Bloom  
Past President - Greg Martin

Newsletter - Wayne Blanchard  
Send news items to Wayne  
at Springfield High School  
-wblanchard@springfield.k12.vt.us

## Philosophy

VTSCA believes that:

- School counselors deliver comprehensive school counseling programs which are essential for all students, K-12, in schools throughout Vermont.
- School counselors are essential in promoting the academic, career, personal, social and emotional learning and development of all students in Vermont.
- Collaboration and professional development help school counselors to best serve their school communities.
- School counselors advocate for every student and promote equity for all.

## Mission

The Vermont School Counselor Association (VTSCA) promotes the profession of school counseling and represents school counselors in Vermont. VTSCA advocates for professional and ethical practice in school counseling. VTSCA empowers school counselors by providing the knowledge, skills, and resources to promote student success in the school and the greater community.

## Goals

The purpose of the Vermont School Counselor Association (VTSCA) is to advance the profession of school counseling by:

- Maintaining an organizational structure and administrative function.
- Fostering professional relationships among licensed

# Vermont School Counselor Association Strategic Plan

school counselors within the State of Vermont.

- Promoting collaborations between licensed school counselors and community partners to benefit school communities.
- Providing and supporting professional development opportunities.
- Promoting a comprehensive model of school counseling.
- Promoting ASCA professional and ethical standards that articulate the code of conduct for licensed school counselors.
- Publishing, disseminating, and referencing information relative to the profession of school counseling.
- Providing and promoting leadership and advocacy at local, state and national levels.

## Strategic Plan

1. Maintain an organizational structure and administrative function.

- Maintain the VTSCA Board of Officers.
- Adhere to the VTSCA By-Laws.
- Conduct regular VTSCA Board meetings.
- Develop an annual budget.
- Maintain fiscal responsibility.
- Develop a membership marketing plan.
- Maintain a current VTSCA membership list.
- Identify and contact all school counselors in the state.

2. Foster professional relationships among licensed school counselors within the State of Vermont.

- Provide educational opportunities for members.
- Encourage and support networking opportunities among members.
- Encourage and support mentoring opportunities among members.
- Promote VTSCA membership.
- Maintain contact with members/informing members through newsletter and web site.

3. Promote collaborations between licensed school counselors and community partners to benefit school communities.

- Develop/foster/maintain partnerships with organizations such as VSAC, the Vermont Department of Education, Vermont Mental Health Counseling Association, Vermont School Board Association, the Vermont Education Coalition, Vermont nurses, principals, student assistance counselors, social workers, superintendents, area universities, community services, etc., for the purposes of:
  - o providing quality services for students,
  - o educating other professionals,
  - o advocating for school counseling programs school-related issues,
  - o and supporting counselors to link with services in their local communities.

4. Provide and support professional development opportunities.

- Conduct conferences, workshops, and training.
- Maintain VTSCA web site.
- Support regional area consortiums.
- Maintain representation at a national level (Leadership Development Institute [LDI], ASCA Delegate Assembly, ACSA conference).
- Maintain contact with members/informing members through newsletter and web site.

5. Promote the implementation of a comprehensive model of school counseling.

- Inform members about the ASCA National Model.
- Inform other professionals about the ASCA National Model.
- Develop a state model for comprehensive school counseling.

6. Promote ASCA professional and ethical standards that articulate the code of conduct for licensed school counselors.

- Establish a VTSCA Ethics Committee.
- Disseminate ASCA Ethical Standards at conference and through web site link.
- Provide professional development opportunities to members on ethics.

7. Publish, disseminate, and reference information relative to the profession of school counseling.

- Disseminate VTSCA newsletter

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Amadon, Clark	VT Student Assistance Corp.	800-642-3177
Ambroz, Juliann		
Anson, Jen	Johnson State College	
Archambault, Elaine	Missisquoi Valley Union HS	868-7311 x105
Austin, Sarita	Essex Middle School	879-7173, x1505
Barber, Siobhan	Essex High School	879-5515
Bartlett, Peg	Proctor School District	459-3353 x113
Bates, Robert	Essex High School	879-5512
Bayer, Carl	VT Student Assistance Corp.	800-642-3177
Bergeron, Cathy	Essex High School	879-5515
Bernasconi, Rick	VT Student Assistance Corp.	800-642-3177
Berryman, Laurie	VT Student Assistance Corp.	800-642-3177
Best, Elissa	Colchester Middle School	655-1772 x113
Bigelow, Amy	Fleming School	878-1381
Bill, Shayron	Castleton Elementary School	468-5624
Blanchard, Wayne	Springfield High School	885-7914
Bloom, Barbara	Lawton Intermediate School	878-1388
Brennan, Natalie	VT Student Assistance Corp.	800-642-3177
Burnham Maveret	Bethel Elementary School	234-6607 x246
Burton, Alison	Bradford Elementary School	222-4077 x213
Callahan, Terry	VT Student Assistance Corp.	800-642-3177
Castro, Christopher	Mettawee Community	645-9009
Cawley, James	retired	
Clark, Larry	Bellows Falls Middle School	463-4366
Collins, Sean	VT Student Assistance Corp.	800-642-3177
Collman Karen	Albany Community School	755-6168
Culp, Megan	Hartland Elementary School	436-2255
Cunningham, Kathy	West Rutland School	438-2288 x214
Denny, Steve	St. Albans City Elementary School	527-0565 x2322
Denson, Jean	Barnet Elementary School	633-4978
Downer, Diane	Charlotte Central School	425-2771
Dufault, Erin	Otter Valley Union HS	247-6833
Duncan, Lise	VT Student Assistance Corp.	800-642-3177
Edson, Cynthia	Hartford High School	295-8620 x368
Edwards, Jean	Springfield High School	885-7914
Ehlert, Wendy	Ludlow Elementary School	228-2464
Estes, Jim	VT Student Assistance Corp.	800-642-3177
Farnsworth, Scott	Hartford High School	295-8620 x393
Felice, Carrie	Peoples Academy	888-7551
Fellows, Diana		
Ferrari, Michael	VT Student Assistance Corp.	800-642-3177
Flanagan, Susan	White River School	295-8650
Flory, Al	Hartford High School	295-8620 x394
Forando, Roger	Poultney HS	287-5861 x241
Garfield, Beth	Dothan Brook School	295-8647
Goedewaago, M	Mount Holly Elementary Shool	259-2392
Goodrich, Colleen	Hartford High School	295-8620 x394
Grabowski, Mary	Wallingford Elementary School	446-2141
Griggs, Dianne	VT Student Assistance Corp.	800-642-3177
Hall, Bob	Colchester High School	691-9427
Hammond, Holly	VT Student Assistance Corp.	800-642-3177
Harlow, Carrie	VT Student Assistance Corp.	800-642-3177
Hebert, Tim	Windsor High School	674-6344
Heinz, Jessica	Berlin Elementary School	223-2796
Henault, Jr., Armand	Walden School	563-3000
Heyer, Joseph	VT Student Assistance Corp.	655-9602
Hickman, Sue	Missisquoi Valley Union HS	868-7311 x106
Hodgeman, Stephanie	Missisquoi Valley Union MS	868-7311 x116
Hoisington, Meredith	Missisquoi Valley UHS	868-7311, x110

## VTSCA Member Directory 2005-2006



### Meeting Place

Here is a list of current members of the association. Joining VTSCA is a way to connect with other counselors around the state and to support each other. The Executive Board appreciates your membership and hopes that this contact list will be useful to you.

Plans are still underway to expand the web site and improve the list serve to give members a way to get their questions answered. In the meantime we can still use the old fashioned way of hooking up with each other. (Not *that* kind of hooking up—we're talking about telephone and mail here.)



Hudak, Stephen	Peoples Academy	888-7551
Hughes, Betty	Rochester School	767-3161 x3109
Jahn, William	Brattleboro Union High School	257-0356 x376
Kaplan, Anne	VT Student Assistance Corp.	800-642-3177
Katzman, Bonnie	Lincoln Community School	453-2119
Kelley, Monda	VT Student Assistance Corp.	800-642-3177
Kingsley, Marti	VT Student Assistance Corp.	800-642-3177
Lacroix, Laura	Lyndon Town School	626-3209
Lallier, Rebecca	Dothan Brook School	295-8647
LeGault, Michelle	VT Student Assistance Corp.	800-642-3177
Lemieux, Lisa Marie	Barre Technical Center	476-6411
Little, Cindy	Georgia School	524-6358 x4055
Lowe-Murray, Deborah	Missisquoi Valley Union HS	868-7311 x128
Lussier, Sherry	Orleans Elementary School	754-6650
Marshall, Anne	Brattleboro Union H.S.	451-7334
Martin, Gregory	Westford Elementary School	878-5932
Matteson-Weld, Emily	Springfield High School	885-7914
May, Heather	Johnson State College	
McCarthy, Sally	Peoples Academy	888-4600
McLaughlin, Heidi	VT Student Assistance Corp.	800-642-3177
Miller, Chris	Lamoille Union High School	851-1317
Mitchell, Matt	VT Student Assistance Corp.	800-642-3177
Mitchell, Kathi	Lyndon Town School	626-3209
Moakley, Susie	VT Student Assistance Corp.	800-642-3177
Moffat, Sharon		
Moore, Jonathan	Essex High School	879-5515
Mroszczyk, Rose	Ottawaquechee School	295-8654
Murray, Gloria	Woodstock Union Middle School	457-1930
O'Farrell, Brian	St. Johnsbury Middle School	748-8912 x1164
Parker, Meaghan	Johnson Elementary School	635-2211
Perkins, Kathi	VTC Math Science Upward Bound	728-1328
Perkins, William	Bellows Free Academy	527-6573
Quintal, Jessica	Johnson State College	334-7921 x3077
Rayl, Carole	Vernon Elementary School	254-5373
Robear, Lori	Otter Valley Union HS	247-6833
Robinson, Donna	Bellows Falls Middle School	463-4366 x302
Roszczyk, Rose	Ottawaquechee School	295-8654
Russell, Cynthia	VT Student Assistance Corp.	533-2272
Schiffman, Kathy	VT Student Assistance Corp.	800-642-3177
Schmid, Robert	Brattleboro Union H.S.	451-3422
Schwartz, Nancy	VT Student Assistance Corp.	800-642-3177
Scott, Karen	VT Student Assistance Corp.	800-642-3177
Selan, Cheryl	Cabot School	563-2289
Shiller, Linda	VT Student Assistance Corp.	800-642-3177
Sipton, Sally	Thetford Academy	785-4805 x225
Simonds, Sandy	Burlington Technical Center	864-8431
Smith, Corrie	Hartford High School	295-8620 x367
Sweaney, Donna	Woodstock Elementary School	457-2522
Tatarczuch-Koff, Merrilyn	VT Student Assistance Corp.	655-9602 x434
Tatlock, Carolyn	Ferrisburgh Central School	877-6778
Tiffany, Phyllis		
Tofferi-Blank, Jill	Windsor Jr/Sr HS	674-6344 x303
Turner, Trish	VT Student Assistance Corp	800-642-3177
Ward, Margaret	Barre Technical Center	476-6411 x136
Wilson, Catherine	U-32 High School	229-0322
Woodfin, Libby	Brattleboro Union High School	451-3421
Wright, Ellen	VT Student Assistance Corp.	644-6368
Wrighton, Heidi	Peoples Academy	888-7551
Zenaty, Jane	Hunt Middle School	864-8470

## Strategic Plan

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ter regularly.

- Maintain VTSCA web site.
- Establish protocols for dissemination of information.

8. Provide and promote leadership and advocacy at local, state, and national levels

- Recognize award recipients.
- Maintain representation at a national level (LDI, ASCA Delegate Assembly, ACSA conference).
- Maintain the VTSCA Government Relations Committee, recruit more members to work with the committee, and establish protocols for disseminating pertinent legislative information.
- Promote school counseling programs through legislative advocacy.
- Disseminate legislative and other professional information through the VTSCA newsletter and VTSCA web site.
- Seek membership on the Vermont Educational Coalition.

## College Pathways Help Wanted

Vermont Student Assistance Corp is looking for counselors who would be willing to help with the very successful College Pathways workshops for juniors, as attendees or volunteers. Workshops this year are scheduled for March 18 at St. Michael's College and April 8 at Castleton. Contact Merrilyn Tatarczuch-Koff if you can help. T-Koff@VSAC.org or call 1-800-642-3177

## Board Member Bio - Sally McCarthy

I have been a School Counselor for nine years serving elementary, middle level and high school aged students. In addition to working at Peoples Academy Middle Level and High School I am a Counselor Educator in the Graduate Department at Johnson State College, and a certified Responsive Classroom Consulting teacher for Northeast Foundation for Children.

### What led you to become a school counselor?

I started my career as a counselor /educator for Planned Parenthood. My counselor position led me to pursue a position providing health education to community groups and to schools. It was my work with The Youth Expression Theatre, a traveling troupe of teenagers who used Improv Theatre to discuss issues important to teen life, that I realized the impact one could have on youth. I left Massachusetts in 1986 to move to Vermont, after enjoying the life of skiing and working in Stowe, it was time to return to working with youth. For the next couple of years I worked for two different grant funded school to work programs which provided career experience to disengaged youth. It was during this time I enrolled in the school counseling masters program at Johnson State College. While raising three children, a daughter and twin sons, and studying full time I learned to

manage not only my time, but many different responsibilities and challenges. It was this experience that helped prepare me for the role of school counselor.

In 1998 I took my first school counselor position at Cambridge Elementary School (CES) a Pre-K -6 school in Jeffersonville, Vermont. As the school counselor at CES I was instrumental in the school wide implementation of Responsive Classroom, which had a dramatic impact on school climate. It was during this time I became a Northeast Foundation for Children certified Responsive Classroom Consulting Teacher. While at CES I worked to develop a team approach to a developmental school guidance model. In 2000 I was invited to teach two school guidance counseling courses at Johnson State College, and am still teaching today.

After five rewarding years at Cambridge I was ready for a new challenge and accepted a position as School Counselor at Peoples Academy High School. After two years as school counselor, I was asked to take on the position of Coordinator of Support Services which includes coordinating the school counselor program, special education and the behavior discipline system grades 6-12.

### What is your work routine?

Daily, Weekly and Monthly: I meet with school counselors,

consulting teachers, support staff, faculty and administrators on a variety of issues impacting students. My new position requires more coordination, consultation and supervision than my position as a school counselor. I make a conscious effort to stay in touch with students as they drive all that I do.

I coordinate the EST team at the high school, and attend grade level EST meetings at the middle school; I am a member of our high school Teacher Advisory program committee, and a member of our 6-12 school climate teams. I am a member of the middle level and high school Steering Committee which is our shared leadership model at Peoples Academy. I attend IEP, and 504 meetings and coordinate services with our community partners. I am one of the junior class advisors, this is the group of students I started with as their school counselor and I wanted to stay connected to them as a group. When time permits and my office door is open I welcome students who stop by or make appointments to discuss a variety of issues impacting their lives. The guidance department is hosting two school counselor interns from Johnson State College and I am their site supervisor. One of my passions is preparing school counselor interns for their future role as professional school counselor.

This year I will be working on the master schedule in collaboration with administration, faculty and the 6

guidance department. Peoples Academy is a “High School on the Move” and is involved in a professional development project entitled Teaching All Secondary Students (TASS). It is an exciting time to be serving students and their families, and to be working with faculty and staff who are committed to meet the changing needs of our students.

### **What have been some high points/low points?**

The high point at Cambridge Elementary (CES) was working with a faculty, many who were senior teachers, who committed themselves to the implementation of the Responsive Classroom model over a three year period. Even though I spent less time working with individual, small groups and classroom guidance, the work I did to support teachers had an impact on the entire school community. A low point was the number of student deaths we had at CES in a two year period. The loss of these students was very sad for their families and for the Cambridge School Community; I was proud how we implemented our crisis plan and were able to support students, their families and staff. Despite all the sadness and grief I was able to help take care of our school community when they needed it the most.

The high point at Peoples Academy was the work I did my first year to strengthen the 8th grade transition program from middle level to high

school, and the work my colleague Carrie Felice and I did on developing a developmental model, where I was serving freshman and sophomores and she was serving juniors and seniors. When students come back to thank you for helping them, that is always a high!! The low point is when you try everything to help support students and they still make poor choices which negatively impact their lives.

### **Has school counseling changed?**

I have only been in the profession for eight years, but I can certainly say the focus has changed since I was a student. My school counselor gave me the impression I would never go to college (I excelled in the social arena of school and academics were not a priority) and I am happy to say I did go onto to school at the University of Massachusetts and did quite well. While in graduate school I contacted my old guidance counselor to share my career plans and my grade point average!! I will always remember how I was treated as a student and I try to remember that high school is a challenging time and our role is to support all students regardless of their issues. The Comprehensive National Model and the work that the American School Counsel-

**Open your doors to graduate students who need to complete their fieldwork and internships.**

ing Association has done has helped school counselors define their role. It is our responsibility to educate others about what the role of the school counselor is. I have always felt fortunate to work in school systems that support the role of the school counselor and with administrators who have provided me with the flexibility and freedom to implement a developmental guidance program for all students.

### **What is something that you did that worked really well?**

I think the work that I do with graduate students is something I do well. By the time students take my course they have completed many courses in counseling theory and my course provides them with specific information related to school guidance. My enthusiasm and passion for the profession allows me to give them insight into the day to day rewards and challenges of a K-12 school counselor. I have learned through the supervision of many interns that not every school counselor is skilled in hosting and supervising an intern, and that it is something I think I do well. Supervising an intern does take time and a commitment but if done well the intern can have a positive impact on your program. I learn a great deal from the students I work with at JSC. I have been very proud of the interns I have had and all the graduate students who have become school counselors. *Continued next page 7*

## Sally McCarthy

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I would like to encourage school counselors to open your doors to JSC students who are looking for sites to complete their Fieldwork (60 hours of observation at elementary, middle and high school) and for sites to complete their Internships. I am always amazed and disappointed in the number of schools who do not welcome students. We owe it to our profession to support students in their quest to become school counselors.

## Play Therapy

Play Therapy in Clinic and School: A two-day workshop presented in collaboration with the New England Play Therapy Association and Howard Community Services

An exciting two-day Play Therapy workshop is being offered by two professional play therapists, one clinically based and one school-based.

This experiential and didactic workshop will cover theories, ethics, treatment modalities, and techniques for use with a variety of populations. Healing factors of play therapy will be highlighted. We will also talk about the nuts-and-bolts of communicating play therapy sessions to families, school personnel, insurance companies, and other practitioners. Some play therapy materials will be provided as well as lots of practical and fun ideas for individual, group, school, and family settings across all developmental levels.

Location:

St. Michael's College  
Winooski Park, Vermont

Dates and Times: Friday,  
March 17, 8:30 – 4:00  
Saturday, March 18, 8:30  
– 1:00

Cost:

\$150 before February 24, 2006,  
\$175 after February 24  
Continental breakfast both days

and lunch on Friday are included in the registration fee.

Call or E-mail with questions!  
Julie Corrigan, (802) 658-1914  
juliec@howardcenter.org

## New England Forum of the College Board

The 2006 New England Regional Forum: Reform, Readiness and Results will be held on February 5-7, 2006 at the Boston Marriot Copley Hotel, Boston, MA. Each year the Forum brings together 1000 New England educators for an exciting and rewarding professional development and associational program. Choose from over 60 sessions focusing on contemporary topics in admissions, financial aid, guidance and academia, as well as updates on College Board programs.  
<http://www.collegeboard.com/about/association/regional/new-england/2006-forum.html>

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### Vermont School Counselor Association

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