



# S.P.A.R.C.



## SUPPORT PERSONNEL ACCOUNTABILITY REPORT CARD 2010

A continuous improvement document sponsored by the California Career Resource Network and the Los Angeles County Office of Education

### Army and Navy Academy

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**Enrollment:** 315

**School Year:** Traditional

**President:** Brigadier General  
Stephen Bliss

**Vice President of Education/Lower**

**School Head:** Jeff Barton

**Head of Upper School:** Denis Anderson

**School Counselors:** Erika Pike,  
Jennifer MacLure, and Christy Brown

### Message from the President and Heads of School

The Student Support Personnel Team (SSPT) at Army and Navy Academy plays a vital role in cadet academic success, school safety, health, welfare, and disciplinary performance. The Academy recognizes the importance of a team approach to a child's education and feels that its team approach helps to make the Academy one of the premier college preparatory, military boarding schools in the country. We support the implementation of the National Standards for School Counseling in order to foster the academic success, social/emotional growth, and safety of our cadets. A proactive versus reactive approach has been initiated through workshops, support groups, evaluation, and a Peer Counseling Program. Incorporating the Support Personnel Accountability Report Card guidelines into our School Improvement Plan empowers the SSPT to provide ongoing efforts that contribute to educating and developing young men of good character. We will continue to use the Support Personnel Accountability Report Card as a measurement and advocacy tool to demonstrate the ways in which the SSPT supports cadets. This year the Academy has exceeded goals set last year by expanding substance abuse prevention and education through continued collaboration with community organizations; classroom presentations on health and wellness to include education, prevention, and support; and community outreach.

Additionally, the SSPT has enhanced college and career preparation by providing college readiness presentations and individualized goal exploration to assist cadets in reaching their full potential at the Academy, thus becoming an integral component of the student support services program. The SSPT has prioritized its focus for improvement to include further professional development opportunities for all SSPT members and to increase character development education through classroom, school-wide presentations, and community partnerships.

### Student Support Personnel Team

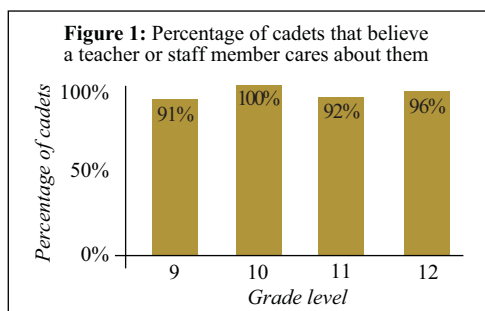
The Academy offers a results-based, comprehensive guidance program driven by the National Standards for School Counseling. The role of the counselor is to design, coordinate, implement, and evaluate an equitable student support system that serves all cadets. All certificated team members hold appropriate credentials and certificates in their areas of work and meet No Child Left Behind requirements. The SSPT compiled classwork in appropriate areas of study and attended staff development in their areas of expertise. Our SSPT members hold professional memberships appropriate to their discipline and belong to various professional organizations including National Association of Independent Schools (NAIS), California Association of Independent Schools (CAIS), Western Association of Schools and Colleges (WASC), American School Counselor Association (ASCA), California Association of School Counselors (CASC), and San Diego County Association of School Counselors (SDCASC). Our three school counselors hold a Pupil Personnel Services Credential, a Master's Degree in Counseling, and are in the process of meeting requirements for National Licensure.

SSPT Team Members	Education
President	Master's Degree
Vice President/Head of Lower School	Master's Degree, Administrator's Credential, Teaching Credential
Head of Upper School	Master's Degree, Teaching Credential
School Counselors (3)	Master's Degree (all), Teaching Credential (1) Pupil Personnel Services (PPS) Credential (all)
Counseling Intern	Master's Degree and PPS Credential in progress
College and Career Counselor	Master's Degree, College Counseling Certificate
Admissions Counselors (3)	Various levels
Educational Therapist	Master's Degree, Special Education Credential
Psychologist	Doctorate
Director of Health Center	Bachelor's Degree, Registered Nurse
Health Center Staff (5)	Various levels
Associated Student Body Director	Master's Degree
Department Chairs (6)	Bachelor's Degree (all), Master's Degree (5)
Class Advisors (6)	Bachelor's Degree (all), Master's Degree (1)
Librarian	Master's Degree
Residential Life Staff (25)	Various levels
Parent Affairs Coordinator	Bachelor's Degree
Athletic Coaches (27)	Various levels
Registrar and Secretaries (3)	Various levels

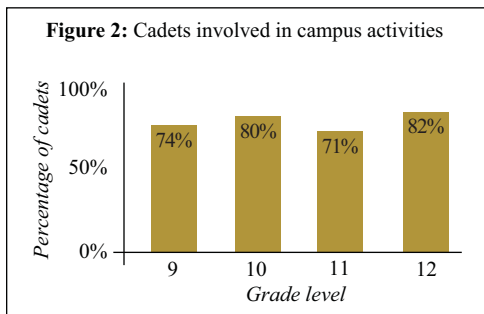
### School Climate and Safety

The SSPT plays a critical role in providing a safe and secure environment, fostering the personal and educational growth and development of all cadets. The SSPT is a member of the School Safety Committee, which completes and reviews the updated School Safety Plan adopted by the Academy's Board of Trustees. This year the SSPT focused on school safety, substance abuse prevention, health and wellness education, and chapel presentations highlighting character development. The Peer Counseling Program, in its third year, has expanded to include a conflict mediation component. The SSPT celebrates cadet achievement with programs

such as Honor Roll, company of the grading period award, sports and club awards, and individual awards where cadets earn decorations to wear on their uniforms. These recognitions increase cadet involvement and encourage personal growth. The student support system is directly related to school climate and safety at the Academy.



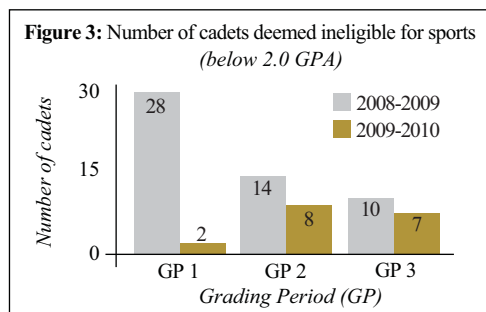
The SSPT coordinates and implements numerous school-wide programs such as the Peer Counseling Program, individual and group counseling, new cadet mentorship, substance abuse prevention and education, and health and wellness awareness programs to help cadets feel safe and connected to school. Our interventions and support programs this year were created around needs identified by the California Healthy Kids Survey that was administered at the end of the 2008-2009 school year. According to Figure 1, the majority of cadets on campus believe a teacher or staff member cares about them. In response to these findings, the SSPT has continued to coordinate office hours in the evening, so that more adults are available to support cadets during after-school hours. This support is directly related to the improvement of the SSPT and its goal to be a comprehensive school counseling program, reaching all cadets.



Campus activities have been built into the daily schedule. This modification allows time for various clubs, sports, and group activities to meet during the week. These activities increase cadet engagement and cultivate a positive and safe school climate. According to Figure 2, the majority of cadets are involved in campus activities. The school counselors have encouraged participation in clubs, group activities, and sports. In an effort to instill empathy, tolerance, and acceptance of others, the counselors serve as club advisors to the Peer Counseling Program and Multicultural Club. The SSPT identifies cadets that do not feel connected and encourages them to access the services and programs that we provide.

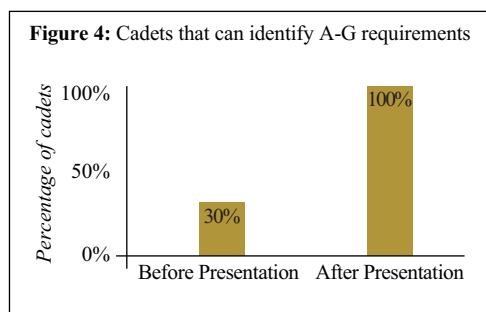
## Student Results

Cadet results are an important component of the accountability system for our program which is based on stated goals and cadet competencies aligned with the American School Counselor Association's National Standards. In order to better serve the whole cadet, the SSPT has made a strong commitment to the collection and analysis of cadet data encompassing three domains: academic, career, and personal/social development. The SSPT has measured the results of our programs by utilizing pre- and post-tests combined with surveys to gauge their effectiveness. The National Standards are important to our school. The following graphs represent three examples of the SSPT's efforts in meeting student domain outcomes.



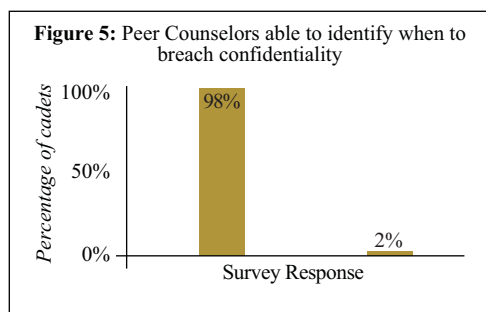
**Academic Development Domain, Standard A:** *Students will acquire the attitudes, knowledge and skills that contribute to effective learning in school and across the life span.*

In an effort to improve academic success, the SSPT monitored a missing assignment study hall in addition to a supervised evening study hall. These cadets were counseled by the school counselors. According to Figure 3, the number of cadets deemed ineligible to play sports due to a grade point average (GPA) below 2.0 has decreased from the previous school year during all grading periods. This is directly related to the individualized support and academic interventions from the SSPT, who provided these cadets with effective time management, study skills, and goal setting techniques.



**Career Development Domain, Standard A:** *Students will acquire the skills to investigate the world of work in relation to knowledge of self and to make informed career decisions.*

To further assist cadets, the SSPT developed college counseling presentations for each grade level. In college counseling presentations, the SSPT addressed the A-G graduation requirements, Preliminary Scholastic Aptitude Test results, and college entrance information. According to Figure 4, thirty percent of cadets could identify the A-G requirements prior to attending the college counseling workshop. After the workshop, one hundred percent of cadets could identify the A-G requirements.



**Personal/Social Domain, Standard A:** *Students will acquire the knowledge, attitudes and interpersonal skills to help them understand and respect self and others.*

The SSPT developed several support programs to assist cadets in personal/social skill development. The Peer Counseling Program, directed by the SSPT, enhanced student connectedness by training cadets to be effective helpers, contributing positively to the school climate and culture. Peer counselors were selected and trained with helping skills, leadership skills, mediation skills, understanding when to make adult referrals, and when to breach confidentiality. As shown in Figure 5, after attending a peer counseling training, ninety-eight percent of cadets were able to identify circumstances in which confidentiality should be breached. Cadets that were not able to make this determination were counseled individually after the training. Due to the success of the Peer Counseling Program, the participation of peer counselors has increased for the second year in a row, allowing us to add a conflict mediation training component to our program.

## Community Partnerships/Resources

The SSPT and the Army and Navy Academy Parent Association (ANAPA) operate with the mission of offering support, conducting outreach, and providing information to the community with the ultimate goal of improving cadet success. It is a team effort amongst the Academy community, families, and the SSPT to provide services for our cadets and their families. These partnerships are vital to the success of our cadets as they provide referrals, resources, supervision, expertise, mentoring, college and career preparation, internships, and mental health services. This year we had a counselor from Aurora Behavioral Health Care train faculty, staff, and peer counselors on warning signs of at-risk behavior and useful resources. All of these partnerships/resources enhance the quality and effectiveness of the student support program. The following is a comprehensive list of our community partners listed according to the domains of ASCA's National Standards for Counseling:

### Academic Domain:

- Leadership programs
- Princeton Review
- Eureka Review
- Revolution Prep
- Brigham Young University: Independent Study
- Local tutors

### Career Domain:

- Reserve Officers Training Corps
- College representative site visits
- Armed Services Vocational Aptitude Battery
- Carlsbad High School College Fair

### Personal/Social Domain:

- Tobacco Cessation Program
- Substance Abuse Education/Prevention Program
- University of San Diego
- Carlsbad Police and Fire Departments

- Peer Counseling Program
- Aurora Behavioral Health Care
- Narcanon
- Tariq Khamisa Foundation
- Perfection on Wheels
- San Diego Youth and Community Services
- Child Protective Services
- Religious leaders
- Private counseling referrals
- Habitat for Humanity

The Academy fosters strong parent connections between the school and community reflective of our commitment to support cadet achievement and character development. The SSPT and ANAPA offer opportunities for parents and community members to be involved in the following areas:

- Army and Navy Academy Parent Association
- Assisting in planning, execution of closed weekend events, and community-building events such as Parent's Weekend, Autumn Ball, Grandparent's Weekend, Alumni Weekend, community fundraising, and community relations
- School Safety Committee
- Health and Wellness Committee

**For more information about how to become involved, please contact the Parent Affairs Coordinator Heather Haynes at: [hhaynes@armyandnavyacademy.org](mailto:hhaynes@armyandnavyacademy.org) or 760.547.5276.**