

Counselor Survey

| How large is your district?   | How is your district meeting your school counselor needs?                            | When hiring your last counselor, how many qualified applicants did you have?         | To meet the needs of your students, rank your current behavioral health staffing needs. One is your greatest need to four is we are good for now. [Counselor] | To meet the needs of your students, rank your current behavioral health staffing needs. One is your greatest need to four is we are good for now. [Social Worker] | To meet the needs of your students, rank your current behavioral health staffing needs. One is your greatest need to four is we are good for now. [Behavioral Health Specialist ex. School Psychologist, Clinical Counselor] | Please make any comments or suggestions.  |
|-------------------------------|--|--|---|---|--|---|
| Less than 300 students        | We have met our counselors needs.  | 0  | 4   | 2   | 3  |   |
| Between 301 and 600 students  | We have met our counselor needs but are concerned for the future if we need to hire. | 0  | 3   | 2   | 1  |   |
| Less than 300 students        | We have met our counselors needs.  | I don't remember/wasn't with the school or district.                                 | 3   | 2   | 1  |   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3   | 4   | 2   | 2  |   |
| Between 301 and 600 students  | We are struggling to meet the requirements of one counselor for every 300 students.  | 0  | 1   | 4   | 4  |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3   | 1   | 3   | 2  |   |
| Between 301 and 600 students  | We have met our counselor needs but are concerned for the future if we need to hire. | I don't remember/wasn't with the school or district.                                 | 1   | 2   | 1  |   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3   | 4   | 3   | 2  |   |
| Less than 300 students        | We are struggling to meet the requirements of one counselor for every 300 students.  | I don't remember/wasn't with the school or district.                                 | 4   | 1   | 2  | Manvel had their counselor resign 5 days before school started in August. We hired a former school counselor at 40% but only 20% of that time is in our building. We did a contract for services with her and are paying her an hourly wage for 16 hours/week. She is starting a private practice and will, in all likelihood, never work in a school again.  |
| Between 601 and 1200 students | We have met our counselors needs.  | 1 to 3   | 4   | 4   | 3  |   |
| Between 601 and 1200 students | We are struggling to meet the requirements of one counselor for every 300 students.  | One applicant who is doing a great job. But the new requirement leaves us .18 short. | 4   | 2   | 3  | We have 2 full time counselors and a school psychologist that works with our special ed department but they are not full time.  |
| Between 301 and 600 students  | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3   | 4   | 4   | 1  |   |
| Between 601 and 1200 students | We have met our counselors needs.  | 4 to 6   | 1   | 3   | 2  | We currently budget for school based mental health services through VBI. The budget is \$30,000 for 3 counselors (based on hours of service) who meet with students in our school district (K-12)   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3   | 4   | 2   | 2  |   |
| Between 601 and 1200 students | We are struggling to meet the requirements of one counselor for every 300 students.  | 1 to 3   | 3   | 2   | 1  | The demands of mental health realities and "wrap around" support services for students and families is very real... Guidance counselors also have increased Career counseling expectations and the broad role they play simply doesn't afford time. We need funding and staffing to meet the mandates and increased expectations....especially as it relates to individual therapy and social work. |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3   | 2   | 1   | 3  |   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3   | 3   | 2   | 4  |   |

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|-------------------------------|--|---|---|---|---|---|
| Between 301 and 600 students  | We have met our counselors needs.  | 1 to 3  | 3 | 1 | 2 |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | I don't remember/wasn't with the school or district.  | 4 | 3 | 3 |   |
| Between 301 and 600 students  | We have met our counselor needs but are concerned for the future if we need to hire. | I don't remember/wasn't with the school or district.  | 4 | 3 | 4 |   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3  | 4 | 1 | 1 |   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3  | 3 | 3 | 1 |   |
| Between 301 and 600 students  | We have met our counselors needs.  | 1 to 3  | 4 | 2 | 2 |   |
| Between 601 and 1200 students | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3  | 1 | 2 | 2 |   |
| Over 1200 students            | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3  | 1 | 2 | 1 |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | I don't remember/wasn't with the school or district.  | 1 | 2 | 3 |   |
| Over 1200 students            | We are struggling to meet the requirements of one counselor for every 300 students.  | 0   | 3 | 2 | 1 |   |
| Between 601 and 1200 students | We have met our counselor needs but are concerned for the future if we need to hire. | Zero, grew our own  | 3 | 1 | 1 |   |
| Between 601 and 1200 students | We are struggling to meet the requirements of one counselor for every 300 students.  | 0   | 2 | 1 | 1 | We have two applicants for a school counselor for next school year. One of the applicants (if hired) would take from a neighboring school district. We share resources with a local REA to help with school psychologist needs but with such high demand, she is only able to fulfill testing needs. We have a grant program that helps with behavior/mental health needs through telehealth, but students in this program first have to submit for payment through their family insurance. |
| Less than 300 students        | We are struggling to meet the requirements of one counselor for every 300 students.  | 0   | 1 | 3 | 3 |   |
| Less than 300 students        | We are struggling to meet the requirements of one counselor for every 300 students.  | I don't remember/wasn't with the school or district.  | 1 | 1 | 1 |   |
| Between 301 and 600 students  | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3  | 4 | 1 | 1 |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | 0, we had to recruit a person and pay for their training. We also cooped with another district for services in the mean time. | 1 | 3 | 4 | We utilize the Village Family Service Center now once a week and will be adding Avera Telehealth services for behavioral and mental services next year to fill in gaps.   |
| Between 601 and 1200 students | We are struggling to meet the requirements of one counselor for every 300 students.  | 4 to 6  | 3 | 2 | 1 | We need a .16 counselor to meet the requirements of the law. Another district needs .32. If we have to combine, it spreads people between districts and defeats the purpose of the position. It is bad policy.  |
| Less than 300 students        | We have met our counselors needs.  | I don't remember/wasn't with the school or district.  | 4 | 2 | 3 | While we are technically meeting the requirements for school counselors, we are not meeting the need for counseling services (career, academic, personal/social). We are working on how to address that, but current cuts to our funding and proposed funding is limiting our ability to find room in our budget to do so. Like every school, there are so many counseling needs.   |
| Over 1200 students            | We are struggling to meet the requirements of one counselor for every 300 students.  | 0   | 1 | 2 | 3 | We have been unable to fill open guidance counselor positions the last two school years due to the lack of qualified and licensed applicants in this area.  |
| Less than 300 students        | We are sharing a counselor with another school/district.                             | 0   | 3 | 4 | 2 |   |
| Less than 300 students        | We have met our counselors needs.  | I don't remember/wasn't with the school or district.  | 4 | 1 | 2 |   |
| Over 1200 students            | We are struggling to meet the requirements of one counselor for every 300 students.  | 0   | 1 | 3 | 1 |   |
| Between 301 and 600 students  | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3  | 1 | 1 | 1 |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | 0   | 4 | 3 | 4 |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3  | 1 | 1 | 2 | We have a school counselor but does not have the skill set to actual do one on one counseling. Social workers in our area are spread thin and don't deal with attendance. I would like to see counseling for all students.  |
| Less than 300 students        | We are sharing a counselor with another school/district.                             | 1 to 3  | 2 | 1 | 1 | Mental health is still a problem with all our students and there isn't enough support in school or out.   |

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| Less than 300 students        | We are struggling to meet the requirements of one counselor for every 300 students.  | I don't remember/wasn't with the school or district.   | 1 | 2 | 2 |  |
| Less than 300 students        | We are sharing a counselor with another school/district.                             | 1 to 3   | 4 | 4 | 4 | I am lucky that we are a state school and have staff in other capacities that are able to help us. And CREA is a blessing to share counseling services with.   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3   | 4 | 3 | 3 |  |
| Less than 300 students        | We have met our counselors needs.  | 0  | 4 | 3 | 3 | The last time we had a counselor opening, we convinced someone in the community with a psychology degree to get a provisional license and begin the course work to get her masters in school counseling. If that hadn't happened, we would likely be without a school counselor right now.<br>We have several students who we would like to provide with counseling services, but we don't have qualified personnel to provide the service.  |
| Between 601 and 1200 students | We have met our counselors needs.  | 1 to 3   | 4 | 4 | 4 |  |
| Less than 300 students        | We have met our counselors needs.  | We contract with CREA  | 4 | 2 | 3 |  |
| Between 301 and 600 students  | We have met our counselors needs.  | 1 to 3   | 4 | 3 | 2 |  |
| Over 1200 students            | We are struggling to meet the requirements of one counselor for every 300 students.  | The only candidates were those trying to start plans of study or people from other fields seeing if they could get credentialed. | 1 | 4 | 1 | We have been unable to fill three school counseling positions from last year. Our School Psych shortages have been ongoing for several years and we added remote psych's this year. Retention in the mental health field is also a concern. We are losing school counselors due to stress, burnout and higher paying opportunities. For suggestions, a grow your own program or loan forgiveness could help. Counseling programs require 60 credits and most MA Education programs are around 32, but they start at the same level of pay. We need to find ways to entice educators to re-certify or pull in more undergrad applicants into the field.                         |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3   | 1 | 3 | 3 | We are currently working with our neighboring districts to possibly hire a shared Behavioral Health Specialist   |
| Over 1200 students            | We are struggling to meet the requirements of one counselor for every 300 students.  | I don't remember/wasn't with the school or district.   | 2 | 2 | 1 |  |
| Between 301 and 600 students  | We are struggling to meet the requirements of one counselor for every 300 students.  | I don't remember/wasn't with the school or district.   | 4 | 3 | 4 |  |
| Less than 300 students        | We are sharing a counselor with another school/district.                             | I don't remember/wasn't with the school or district.   | 3 | 3 | 1 | We share our K-12 counselor with Wyndmere (She is here on campus 3x/wk) and we contract with Sanford Health for a counselor on Thursdays from 8-12 weekly.   |
| Between 601 and 1200 students | We are sharing a counselor with another school/district.                             | 0  | 1 | 1 | 2 |  |
| Over 1200 students            | We are struggling to meet the requirements of one counselor for every 300 students.  | 1 to 3   | 4 | 2 | 1 |  |
| Less than 300 students        | We are sharing a counselor with another school/district.                             | The counselor is hired through our career and tech center - not sure how many applicants.  | 2 | 3 | 2 |  |
| Less than 300 students        | We have met our counselors needs.  | CREA hires for us  | 4 | 4 | 4 | We depend on CREA for help in these areas.   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3   | 4 | 3 | 1 |  |
| Less than 300 students        | We are sharing a counselor with another school/district.                             | 0  | 3 | 3 | 2 |  |
| Less than 300 students        | We are sharing a counselor with another school/district.                             | 0  | 3 | 3 | 3 | Edmore utilizes HOPE Counseling services out of Moorhead, MN. We utilize Zoom for both group counseling and also therapy counseling. Our bill from them may exceed \$40K this year but it is our only option as we don't receive any applicants for Edmore. We are pleased with the services they provide.   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | I don't remember/wasn't with the school or district.   | 1 | 3 | 4 |  |
| Between 601 and 1200 students | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3   | 4 | 2 | 2 | Since the return to "in person" learning, we have seen a lot of increased inability of our kids to get along with one another. This is translating into more office interventions, and restorative processes seem to be inadequate in trying to help the situations. In addition, we are seeing more students with anxiety, depression, anger management issues, etc, so as to make navigating the school day a real issue for them. Would there ever be call for schools to consolidate their funds to hire a clinical counselor or therapist, much like a multi-district special services unit for mental health? Would the state consider helping with something like that? |

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|-------------------------------|--|--|---|---|---|---|
| Between 601 and 1200 students | We are struggling to meet the requirements of one counselor for every 300 students.  | 0  | 1 | 1 | 1 | We need pathways to support those going into these professions and alternative additional compensation packages to compete with private practice. Our district general fund dollars do not suffice so any state compensation pre or post hire would be well received. Thank you for advocating -- mental / behavioral health complexities have exploded these past few years like never before. |
| Over 1200 students            | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3   | 1 | 2 | 1 |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | 1 to 3   | 2 | 1 | 3 |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | I don't remember/wasn't with the school or district. | 1 | 4 | 4 |   |
| Less than 300 students        | We are struggling to meet the requirements of one counselor for every 300 students.  | 1 to 3   | 1 | 4 | 4 | Allow for the language to be changed in NDCC so we can use local providers.   |
| Less than 300 students        | We have met our counselors needs.  | 1 to 3   | 4 | 1 | 1 |   |
| Less than 300 students        | We have met our counselor needs but are concerned for the future if we need to hire. | 0  | 3 | 2 | 1 |   |
| Less than 300 students        | We have met our counselors needs.  | I don't remember/wasn't with the school or district. | 4 | 3 | 1 |   |
| Less than 300 students        | We have met our counselors needs.  | I don't remember/wasn't with the school or district. | 2 | 3 | 1 |   |
| Less than 300 students        | We have met our counselors needs.  | 0  | 1 | 1 | 1 | We partner with Dakota Family Services but future sustainability is going to be our biggest struggle. Students also need parent permission to see outside entities which makes it extremely difficult to get students the help they need if parents are in denial.  |