

Midland School District Comprehensive School Counseling Program 2026-27

Courtney Turner
Elementary Guidance Counselor
cturner@midlandschools.org
501-345-2413



Steve Tarver
High School Guidance Counselor
ctarver@midlandschools.org
501-345-2610

Jessica Gilmer
Elementary Principal

Mr. Toby Crosby
District Superintendent

Cindy Armstrong
High School Principal

Foundation

Beliefs

Counseling is the heart of the school counseling program. The Counselors at Midland School District believe that all students are capable of learning. Using data gathered through needs assessments, discipline referrals, testing, grades, and other areas, counselors can help to guide students to achieve their fullest potential.

Midland School District Mission and Vision

Mission Statement

The Midland School District will...

- lead with compassion and strength to develop a cohesive community of stakeholders,
- prepare and engage students that learn and achieve
- select and empower teachers that guide our students to achievement in order to show its community what is truly possible

Vision

- Educate
- Encourage
- Inspire

Guidance Counseling Mission and Vision Statement

Mission Statement

The mission of the Midland School District Counseling Program is to support all students in developing their drive to find their unique passion and purpose in life. Using the ASCA national model, counselors will manage, assess, deliver (direct and indirect), counseling services to define goals and plans to implement action steps to achieve those goals.

Vision Statement:

- Ensuring all students learn and grow in a positive, safe environment
- Supporting all students to become successful, independent learners
- Inspiring students to become future community leaders

Delivery of Counseling Services

Act 190, The School Counseling Improvement Act, states that school counselors shall spend at least ninety percent (90%) of his/her time each month on student contact days providing direct and indirect counseling services to students.

Direct Counseling

At Midland School District Counselors implement Direct Counseling Services by utilizing the following methods: (This list is not exhaustive.)

- ❖ Classroom Guidance
- ❖ Small Group Sessions
- ❖ Individual Counseling
- ❖ Orientation Programs for New Students
- ❖ Orientation Programs for Transitioning Students
- ❖ Follow-up with Graduates
- ❖ Follow-up with Students at Risk for Dropping Out
- ❖ Academic Advisement and Individual Planning
- ❖ Individual Age-Appropriate Career Education Guidance and Vocational Decision Making
- ❖ Responsive Services
- ❖ Special Education Conferences
- ❖ 504 Conferences
- ❖ Alternative Education Meetings
- ❖ Dyslexia Team Meetings
- ❖ RTI Team Meetings

Indirect Counseling

Indirect Services are provided on behalf of a student, and are typically consultative, referral-based, or in the role of contributing member of a decision-making team (504, ESL, PBIS, RTI, IEP, PLC, parental involvement, GT, and etc) The following types of indirect services are utilized by the counselors of Midland School District. (This list is not exhaustive).

- ❖ Consultation
- ❖ Referrals
- ❖ Contributing member of committees for
 - Section 504
 - Response to Intervention
 - Positive Behavioral Interventions Supports
 - Special Education Team
 - PBIS Team
 - Professional Learning Communities
- ❖ Parental Involvement
- ❖ Family Engagement
- ❖ Advanced Placement
- ❖ Gifted and Talented

Act 190, The School Counseling Improvement Act, states that school counselors shall devote no more than ten percent (10%) of his/her time each month, on student contact days, engaging in administrative activities.

Administrative Activities required of the school counselors at Midland School District:

- ❖ School Guiding Coalition Team (both elementary and high school)
- ❖ District Homeless Liaison (elementary school counselor)
- ❖ Maintaining Student Database (both elementary and high school)
- ❖ Maintaining Student Records (both elementary and high school)
- ❖ Professional Learning Community Team Members

Midland District Counseling Program Goals

Program Goal 2025-2026

Midland School District

The Counselors at Midland School District will collaborate with administration, staff, students, and parents to improve school culture which will be evidenced by increasing attendance rates by 2% for all Kindergarten through 12th grade students.

Program Goal 2026-2027

Midland School District

The Counselors at Midland School District will collaborate with administration, staff, students, and parents to improve school culture which will be evidenced by increasing test scores by 2% for all Kindergarten through 12th grade students.

Data Analysis for Counseling Program Goals for 2026-27:

After reviewing the data for the 2026-27 Counseling Plan for Midland Schools, the program goal of improving school culture was evidenced by an increase of at least 2% in the positive students' attitudes based on a student pre and post survey administered to students.

Supporting Data

2024 Student Survey and Supporting Data

[Surveylink](#)

[Elementary Student Survey Responses](#) Fall
2024

[Pre/Post Student Survey Results 2025](#)

2025 Student Survey and Supporting Data

<https://docs.google.com/spreadsheets/d/1ikgZiQxLm6TzDPQLoqYlvkPSJDw7pM04CHVz7-XnA6s/edit?usp=sharing>

Strategies/Action Steps for 2026/27 School Year:

- WIN Period will be held daily for Middle School and High Students and elementary school grades 4-6 to provide SEL, academic support, and College/Career Readiness
- Positive Behavioral Intervention Supports
- Guidance Lessons for all grades K-6th grades weekly (elementary),
- Peer mentoring programs on the elementary and high school campus
- Project Prevent Tobacco Cessation/anti-vaping education for 4-6th grade and the high school
- Friendship Groups to develop positive social skills

Delivering the Counseling Core Curriculum

The Midland Elementary School Counselor conducts classroom guidance lessons no more than 40 minutes per lesson, no more than 3 times per day, and no more than 10 per week. Purposeful People Social/Emotional Curriculum (Character Strong) is presented daily in each Kindergarten - Second grade classroom and weekly in each third - sixth grade classroom. In addition, Club Fridays have been implemented for grades 4th-6th that provide these middle level students with exposure to high interest information and activities provided by staff such as social/emotional learning, Legos, gardening, careers, sports, chess club, and many others. Midland High School 7th and 8th grade students will conduct student lead social emotional curriculum(Character Strong) during advisory 1 day per week for 30 minutes. Midland School District Counseling Program leads Guidance Lessons and Small Group sessions are delivered on the following topics:

- Career Development
- Course Selection
- Suicide Prevention
- Dropout Prevention
- Post-Secondary Preparation/Program Selection
- Scholarship Applications
- Transition to High School
- Financial Aid for Postsecondary Opportunities
- Bullying Preventions
- Conflict Resolutions
- Teen Safety Matters Training
- My Life is Worth Living Curriculum
- Drug/Alcohol/Tobacco Prevention Education
- Internet Safety
- Transitions to Kindergarten
- Child/Teen Safety Matters Training
- Resume Development
- Bullying Prevention
- Conflict Resolution
- Focus on Mindfulness and Self-control
- Development of Positive Social/Emotional Skills
- Drug/Alcohol/Tobacco Prevention Education

High School Counseling Program

Calendar: [Link](#)

Elementary Counseling Program Calendar 2026-27

Elementary Counseling Calendar

Dropout Prevention

Midland High School

The Midland High School Counselor works with administration to identify students who are at risk of dropping out of high school. The Counselor then meets with those students to identify ways that the school can help the student stay in school and how the school can improve to help lower the school dropout rate. The Midland High School Counselor also works to follow up with graduates each year about their further education.

Midland Elementary School

The Elementary School Counselor identifies academically at risk students and barriers to education for those students. Then the counselor collaborates with students, teachers, and parents to close the educational gap for those academically at risk students by securing school and community resources needed to support those academically at risk students.

Post Graduation Follow up:

All seniors will fill out the following documents:

- Fall Senior Visit Form: [Link](#)
- Spring Final Plans Document: [Link](#)
- Senior Exit Form: [Link](#)
- Graduation Follow Up Document: [Link](#)

The documents consists of the following questions:

- what the student's final plans are immediately following high school
- contact information on how to contact the student after graduation and ect..

Transitioning Students: High School Campus

- During the spring the 6th- grade students come to the high school for a preview day:
 - 7th Grade Preview Day Schedule: [Link](#)
 - Tour Around the School: Scavenger Hunt: [Link](#)
 - 7th Grade Survival Kits: [Link](#)
- Twice a year the students revise and review the student success plan with the high school counselor:
 - 7-12 Grade Student Success Plan :[Link](#)
- Below are links to resources that are given to 11th and 12th graders to transition the students out of high school into a college, university and/or career:
 - Senior Survival Guide: [Link](#)
 - Financial Aid Night for 12th grade students and parents:[Link](#)
 - Scholarship Information: [Link](#)
 - UACCB Pre Registration for Seniors
 - UACCB Orientation for Concurrent Students

Transitioning Students to Kindergarten

To transition students from Preschool to Kindergarten or from home to Kindergarten, a Kindergarten Orientation is provided annually in early May. This provides future Kindergarten students and their families with an opportunity to tour the facilities and meet faculty and staff in a fun, safe environment.



Student Success Plan

The Midland High School Counselor meets with students to help them see the importance of education and the tie between school attendance and performance at school and work. Through direct counseling, students learn the importance of setting goals and how to do so.

- Student Success Plans:[Link](#)
- [Naviance](#)
- Student Success Plans help students take ownership of their coursework and focus on postsecondary success. Counselors work with faculty, administration, and students annually to develop and maintain their student success plan.

Middle School/High School Career Planning

The Counselor at Midland High School utilizes many methods to help students plan for life after high school. Some of the tools that are used are listed below.

- The G.U.I.D.E. for Life Essential Skills
- Naviance: [Link](#)
- ACT :[Link](#)
- On To College: [Link](#)
- Arkansas Career Model:[Link](#)
- College and Career Exploration
- Graduation Pathways
- Graduation Requirements:[Link](#)
- Alternate Pathway to Graduation:[Link](#)
- Post High School Planning
- Four-year colleges, tech schools, concurrent credit, articulated credit
- College Application Checklist: [Link](#)
- ArkACRAO:[Link](#)
- Accelerated Learning
- Advanced coursework (AP, Concurrent Credit)
- Internships, Apprenticeships
- Mentorships
- Industry Certifications
- Career Readiness Certificates: [Link](#)
- Discover Arkansas
- College for YOU-Scholarship Information
- Local Scholarships
- FAFSA
- Bureau of Labor Statistics
- Arkansas Joblink/ Arkansas State Jobs
- Goal Setting and Planning for Success
- Educational Talent Search (ETS)

Elementary Career Planning

- Developmentally Appropriate Guidance Lessons on Goal Setting
- Developmentally Appropriate Career Interest Inventories K-6th Grades
- Developmentally Appropriate Career Exploration for K-6th Grades
- College and Career Readiness Training for 6th Grade
- Science Technology Engineering and Math (STEAM) Class K-6th Grades (weekly)

High School: Social-Emotional

- Character Strong: [Link](#)

Character strong curriculum is used during advisory class for 7th and 8th grade students 30 minutes per week.

Character strong is a student lead social-emotional curriculum, that teaches students lessons such as being a leader, promoting overall well-being, teaching students mental health foundations, creating a sense of community, and learning how to cope with life stressors.

- My Life is Worth Living: [Link](#)

My Life is Worth Living is a website that incorporates videos and lessons on real-life struggles in high school. Some of the lessons include suicide, trauma, bullying and addiction, abuse, and LB6Q+. Midland High School is planning to use this on the counselor's google classroom page and in the 7th and 8th-grade health class 2-4 times a month.

- MBF Teen Safety Matters: [Link](#)

MBF Teen Safety Matter is a curriculum that is provided by the child advocacy center. This curriculum is used in the 7th and 8th-grade health classes by the school counselor and the teacher. Teen Safety Matters goes over topics such as internet safety, abuse, addiction, etc.

- Parent Guidance: [Link](#)

Parent Guidance.org is a website that helps parents understand and approach mental health and problems students face.

- Midland School District is planning on having a health night to show parents how to log into the free website and how to use the resources.

- Guide for Life Curriculum: [Link](#)

Guide for Life Curriculum is used in the 7-12 grade classroom by the classroom teacher. Also, the school district promotes Guide for Life Week and we discuss mental health topics each day during the Guide for Life Week.

- Random Acts of Kindness: [Link](#)

- The Dove Self Esteem Project: [Link](#)

Bullying Prevention

The Counselors at Midland School District work with administration to identify instances of bullying and work to stop bullying. Elementary classroom guidance lessons are provided on bullying and bullying prevention using the Second Step Bullying Prevention Program. High school classroom guidance are provided to 7th and 8th grade students during health on bullying and ways to be an upstander. Also, the high school principal will refer students to complete an upstander training with the school counselor. Posters stating that MSD is a bully-free zone are posted in each room of each building. Students and Parents are provided multiple ways to report bullying including anonymous bullying reporting Google Form, in-person reports, and email.

- Upstander Training: [Link](#)
- Anonymous Bullying Reporting: [Link](#)
- My Life is Worth Living Bullying Lesson: [Link](#)
- Chris in the Classroom: Bullying Prevention Lessons: [Link](#)
- Second Step Kindergarten through Fifth Grade Bullying Prevention Lessons
- Individual counseling will be provided for both the victim and the bully in reported bullying situations

Suicide Prevention

The Counselors and Administrators at Midland School District are vigilant in providing suicide prevention services to students. Crisis assessments are conducted for any student believed to be at risk of suicide. Staff is trained through professional development to contact counselors and administrators immediately when there is a concern of possible suicide risk. Follow up conversations with identified students are conducted. Mental health service providers are welcomed into the school and allowed to meet with students on a regular basis. Posters with the suicide hotline number are posted in common areas for all students.

- On the elementary level suicide prevention is supported through a school culture that provides social and emotional lessons on mindfulness, respect, empathy, and kindness.
- A positive school culture is cultivated by ensuring that protective factors are in place for all students.
- 4th - 6th grade students are encouraged to develop healthy, positive relationships with staff and other students through Club Friday in which staff members provide high interest club activities each Friday afternoon for all students.
- Suicide Prevention - Lookin Deeper Professional Development
- My Life is Worth Living Suicide Prevention Lesson: [Link](#)
- Guidance lessons on suicide prevention and ways to seek out help are given to all 7th and 8th grade in health classes by the school counselor. Also, resources and hotline line numbers for suicide prevention are given to 7-12th grade on the counselor's google classroom.
- Suicide Prevention Resource Center in Arkansas: [Link](#)
- Safety Plan: [Link](#)

Collaboration with Teams

The Midland School Counselors collaborate on a wide variety of committees to ensure that the needs of all students at Midland are met.

Advisory Counsel

Administrative Counsel

Response to intervention

Professional Learning Committees

Health Fair Team

Positive Behaviors Intervention
Strategies

504 Committee

PLC Team

Student Handbook Team

Building Level Guiding Coalition

The Midland School District Spring Fling

Midland School District hosted the third annual Health Fair at Midland High School in March of 2026. In coordination with the Midland Afterschool Program, the high school and elementary staff collaborated to provide a family night for all Midland families. This included a band and choir recital, an art auction of student art, and Kindergarten registration. The proceeds were used to fund the elementary field day activities and other extracurricular activities for the elementary campus.

Data To Be Used to Guide the Counseling Program

- Use of Time
- Annual Administrative Conferences
- Advisory Council
- Arkansas School Counseling Self-Assessment Checklist
- Action Plans
- Direct, Indirect, Administrative
- Annual Calendars
- Stakeholder Needs Assessments
- Weekly Calendars
- Attendance Reports
- Annual Agreements
- Discipline Referral Reports
- Summative Assessments from Group Counseling
- Pre/Post Tests from Guidance Lessons

Physiological Needs

- ❖ Clothes Closet
- ❖ Food Bank
- ❖ Backpack Program
- ❖ Hygiene products available upon request
- ❖ District Parent Center Provides Food Boxes for local families in need
- ❖ Clothing, shoes, and school supplies for homeless students when needed
- ❖ A district-wide Angel Tree Program is provided to all families in need in the district. This program is supported through collaboration with local churches, individuals, and other agencies.
- ❖ Elementary Counselor also serves as homeless liaison and works with homeless families to close educational gaps for all homeless students
- ❖ The Mustang Family Resource Center is available on the elementary campus for those families in the district this includes a shower, hygiene products, and three washers/dryers available for families to use.

Accountability Data

[Parent Survey](#)

[Staff Survey](#)

Use of Time: [Link](#)

High School Use of Time: [Link](#)

Discipline Data

Attendance Data

Grades

Comprehensive School Counseling Advisory Council

The Midland School Counseling Program Advisory Council has been organized with the following members: the high school and elementary counselor; the school district nurse; the district School Resource Officer; the high school and elementary principals; a high school and elementary parent; a high school and elementary student. The council will meet at least twice per year beginning in 2022 to review collected data, make recommendations and decisions concerning the district school counseling program goals and services, and to advocate for the school counseling program.

Annual Administrative Conference

An Annual Administrative Conference is held between the school counselors and their respective campus administrators to identify the school counselors' roles and responsibilities. In addition, the school counseling program goals and data will be reviewed. The guidelines for the provision of direct counseling services and administrative activities for the school counseling program will be developed at that time, as well as, professional development needed to successfully implement the counseling programs on both the high school and elementary campuses.

We are at our finest when we take care of each other.

