Barriers to Implementation: Brainstorming and Beyond

Dr. Jan Speck, Adjunct Instructor, Missouri Baptist University.
SpeckJ@mobap.edu

Deb Woodard, School Counseling and Practicum and Internship Coordinator, University of Missouri, Kansas City.
woodarredd@umkc.edu
Working Smarter
NOT HARDER
The KEY!

**KEEP FOCUS ON BEING PROACTIVE**

**EXPERIENCE CREATIVE THINKING**

**YOU NEED TO MAKE A DIFFERENCE**
Keeping the Focus: Being Proactive
Proactive vs. Reactive

**PROACTIVE**

Responsive Services-referral process; crisis planning

Individual Student Planning-transitioning activities as all levels; student guide to educational/career planning; Starter Kits, Resource Files, and PPSs; annual review of PPS

Curriculum-yearly planned curriculum to meet GLEs at all levels

System Support-Time/Task Analysis; Advisory Committee; yearly IIR; Action Research; quality/appropriate PD/Use of School Counselor Evaluation, including the SC Growth Plan

**REACTIVE**

Responsive Services-take drop-ins; respond to informal requests;

Individual Student Planning-scheduling; immediate schedule changes upon request; drop-ins

Curriculum-hear about a new idea; crisis response;

System Support-only doing what is expected or the principal asks you to do
EXPERIENCE CREATIVITE THINKING
CREATIVE THINKING

REFRAMING HOW YOU THINK

Guidance Counselor vs. Professional School Counselor
A Service vs. A Program vs. System
Evaluation vs. Validation & Improvement
Duties vs. Results
Non-Guidance vs. Program Implementation Barriers

NEW WAYS OF LOOKING AT WHAT YOU DO

Schedule Change vs. PPS Adjustment
Responding to Crisis vs. Preventing Crisis
Classroom Lessons vs. Teaching Personal/Social, Academic, and Career Development Skills
Indirect Services to Students vs. Direct Services to Students
You Need to Make a Difference
# Myths of Behavior Change

## Positive Change of Students

<table>
<thead>
<tr>
<th>Myth</th>
<th>Reality</th>
<th>What to do?</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. 1-Educate people to change behavior</td>
<td>Tangible, Personal and Interactive</td>
<td></td>
</tr>
<tr>
<td>No. 2-Changing attitudes will change behavior</td>
<td>Attitudes do not predict behavior but follow it</td>
<td></td>
</tr>
<tr>
<td>No. 3 - People know what motivates them</td>
<td>Modeling has the biggest Impact</td>
<td></td>
</tr>
</tbody>
</table>

## Positive Change in Comprehensive School Counseling Program

<table>
<thead>
<tr>
<th>Myth</th>
<th>Reality</th>
<th>What to do?</th>
</tr>
</thead>
<tbody>
<tr>
<td>No. 1-Educate people to change behavior</td>
<td>Tangible, Personal and Interactive</td>
<td></td>
</tr>
<tr>
<td>No. 2-Changing attitudes will change behavior</td>
<td>Attitudes do not predict behavior but follow it</td>
<td></td>
</tr>
<tr>
<td>No. 3 - People know what motivates them</td>
<td>Modeling has the biggest Impact</td>
<td></td>
</tr>
</tbody>
</table>
HOW ARE YOU GOING TO WORK SMARTER?

Feel free to contact us for additional resources and support!
References

http://dese.mo.gov/college-career-readiness/guidance-counseling

Materials from Missouri Compressive School Counseling (formerly guidance and counseling) Program (2006-Present)

http://dese.mo.gov/college-career-readiness/guidance-counseling/missouri-comprehensive-guidance-counseling-program

References (Videos)

www.youtube.com/watch?v=o3Gu0dPc8TA
Sep 23, 2012 - Uploaded by Michelle White Video Scribe Project
Proactive vs. Reactive

www.youtube.com/watch?v=vlBpDggX3iE
Aug 30, 2014 - Uploaded by The Brainwaves Video Anthology
Sr. Ken Robinson, Creativity Can Be Taught

www.youtube.com/watch?v=l5d8GW6GdR0
Mar 20, 2013 - Uploaded by TEDx Talks
Jeni Cross, Three Myths about Behavior Change-What You Think You Know