



# SCHOOL COUNSELOR LEADERSHIP NETWORK

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## **Stress to Success: Moving High School Counseling Services Online**

Tracy Steele, Ph.D., Director of Student Support, Stanford Online High School

Jill Cook, Assistant Director, American School Counseling Association

## First Steps

Breathe

Students need you

Ideal vs. Real

Follow school and district policies

**Stanford** | Online  
High School



- **Work with your administrator and district office to establish the new norms**
  - **Be Informed**
    - **Stay in communication with school personnel as needed**
- **Advocate when necessary and appropriate**

# Be Aware of the Benefits and Challenges of Online Counseling

## Benefits

- Accessibility
- Safer, less emotionally exposed
- When online some people self-disclose more frequently than in person
- Opportunities to control disclosure (text, mic, video)
- Familiarity in online mediums
- Preference to write/type
- Teens can prefer online counseling over face-to-face

## Challenges

- Privacy
- Technical issues
- Not all issues may be suitable for online environment
- Counselor boundaries
- Non-verbal cues and observational data can be missed
- Responding to a crisis
- Network of local referrals
- Informed consent (if appropriate)

# References

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- Suler, John (2004). "[The Online Disinhibition Effect](https://doi.org/10.1089/1094931041291295)". *CyberPsychology & Behavior* 7 (3): 321-326. doi:10.1089/1094931041291295.



The background features a large, faint watermark of the Stanford University seal. The seal is circular and contains the text "LELAND STANFORD JUNIOR UNIVERSITY" around the top edge, "E LUFT DER FREIHEIT WEI" around the inner edge, and "1891" at the bottom. In the center of the seal is a redwood tree on a hillside.

# Legal and Ethical Considerations

WHAT DO I NEED TO KEEP IN MIND AS I WORK TO TRANSLATE COUNSELING SERVICES ONLINE?

# PLATFORMS



# FERPA

The **Family Educational Rights and Privacy Act (FERPA)** is a federal law enacted in 1974 that protects the privacy of **student education records**.

The Act serves two primary purposes:

1. Gives parents or eligible students more control of their educational records
2. Prohibits educational institutions from disclosing "personally identifiable information in education records" without written consent



## Who must comply?



- **Any public or private school:**
  - Elementary
  - Secondary
  - Post-secondary
- **Any state or local education agency**  
Any of the above must receive funds under an applicable program of the US Department of Education

## Protected information



**Student Education Record:**  
Records that contain information directly related to a student and which are maintained by an educational agency or institution or by a party acting for the agency or institution

## Permitted disclosures<sup>1</sup>



- School officials
- Schools to which a student is transferring
- Specified officials for audit or evaluation purposes
- Appropriate parties in connection with financial aid to a student
- Organizations conducting certain studies for or on behalf of the school
- Accrediting organizations
- Appropriate officials in cases of health and safety emergencies
- State and local authorities, within a juvenile justice system, pursuant to specific state law
- To comply with a judicial order or lawfully issued subpoena

# HIPAA

The **Health Insurance Portability and Accountability Act (HIPAA)** is a national standard that protects sensitive **patient health information** from being disclosed without the patient's consent or knowledge. Via the Privacy Rule, the main goal is to

- Ensure that individuals' health information is properly protected while allowing the flow of health information needed to provide and promote high quality health care and to protect the public's health and well-being.



- Every healthcare provider who electronically transmits health information in connection with certain transactions
- Health plans
- Healthcare clearinghouses
- Business associates that act on behalf of a covered entity, including claims processing, data analysis, utilization review, and billing

**Protected Health Information<sup>2</sup>:**  
Individually identifiable health information that is transmitted or maintained in any form or medium (electronic, oral, or paper) by a covered entity or its business associates, excluding certain educational and employment records



- To the individual
- Treatment, payment, and healthcare operations
- Uses and disclosures with opportunity to agree or object by asking the individual or giving opportunity to agree or object
- Incident to an otherwise permitted use and disclosure
- Public interest and benefit activities (e.g., public health activities, victims of abuse or neglect, decedents, research, law enforcement purposes, serious threat to health and safety)
- Limited dataset for the purposes of research, public health, or healthcare operations



# Considerations for Synchronous Platforms

## Popular Video Conferencing Platforms

- Google Meet Up
- Zoom
- Microsoft Teams
- Adobe Connect

## Best Practices

- Always use the platforms approved by your school and district.
- Be familiar with security features and read privacy policy.
- Understand the benefits and limitations.
- Advocate for a change if the platform is thought to be detrimental.

# Online Counseling and Student Support

## Points to Consider

STANFORD ONLINE HIGH SCHOOL

- Notifying students, parents, and colleagues of counselor days and hours of availability
- Making known limitations regarding immediate access during business hours
- Avoiding use of personal devices for professional communication



# Boundaries

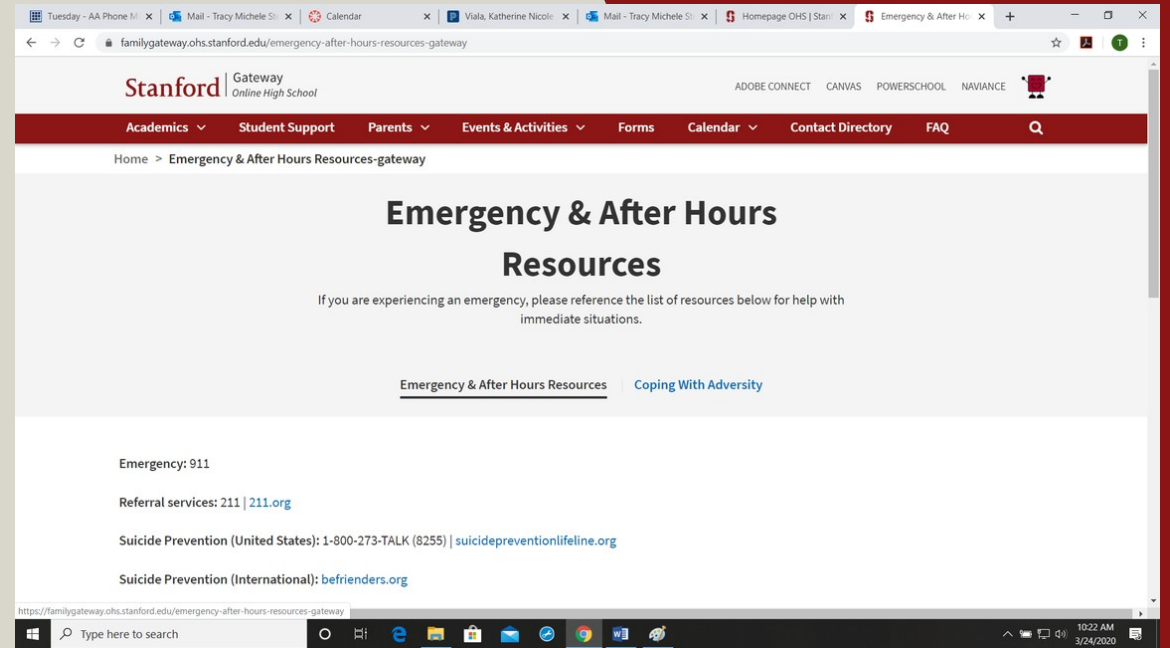
- Monitoring appropriate physical location for both counselor and student
- Switching modes of communication as appropriate; for example, an especially intense or sensitive conversation may be best handled via phone or video conferencing rather than by text/email.



# Setting

# Emergency and After-Hours Resources

- Providing hotlines and other resources on school websites for use outside of business hours or when student support staff might not be immediately available.
- Links to in-depth resources can also be included on school websites for reference by students and parents.







Do we need a signed release from parents first?

I know there are online schools with online school counselors that do this every day, but how do we as brick and mortar counselors incorporate it into our practice?

Work with administrator and district to inform students, parents and families about the process.

## **Considerations:**

Student privacy  
Family involvement as needed/appropriate



# Considerations

- Headphones with a microphone
  - Noise machine
- Identify a separate or private room.  
*You may think you are starting with an academic topic, but the discussion can go into other places.*



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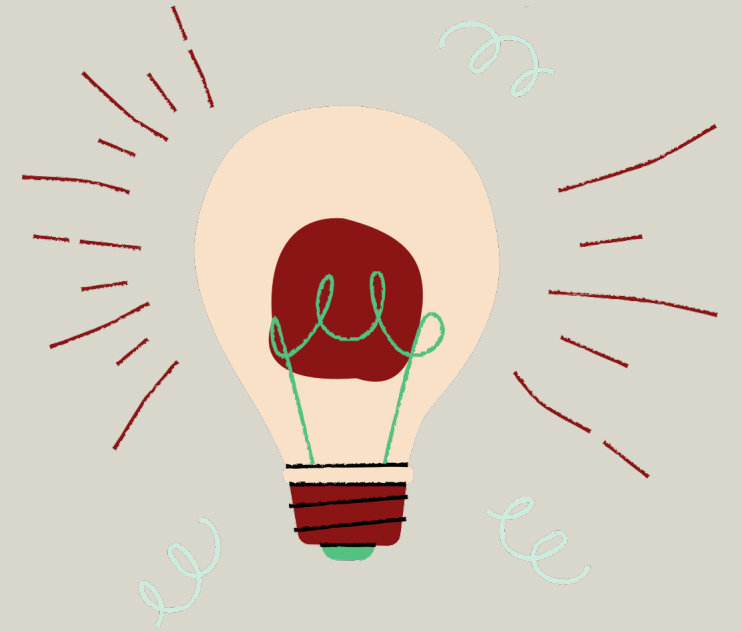
# SMALL GROUPS

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# Student Crisis Scenario: What do you do?

- Conversation with student leads to concerns about mental health and safety.
- You are forwarded an email from a teacher that suggests suicidal ideation.

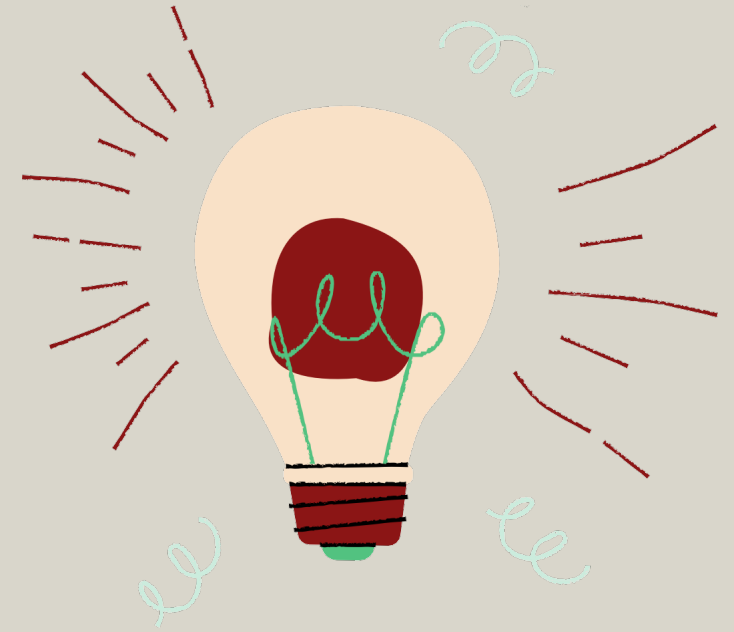
# Plans and Protocols for Crisis Situations



Whenever a student may be in danger of serious and foreseeable harm, contacting parents/guardians as soon as possible is even more important in an online context.

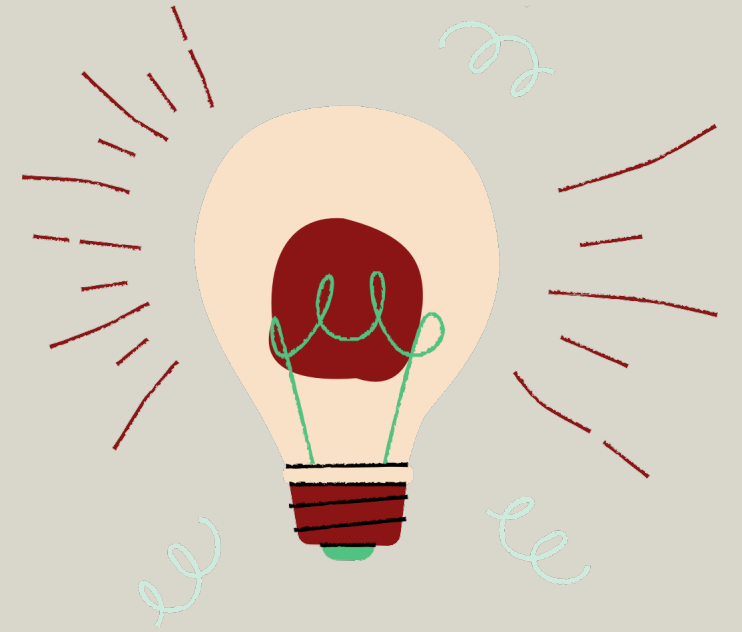


# Plans and Protocols for Crisis Situations



If the danger to a student is acute and parents/guardians and not immediately available, contacting local first responders for a wellness check may be necessary.

# Plans and Protocols for Crisis Situations



Protocols may address communication with instructors about a students' situations as well as processes by which students can resume their online studies and fully re-enter the school community following a crisis.

# Mandated Reporters

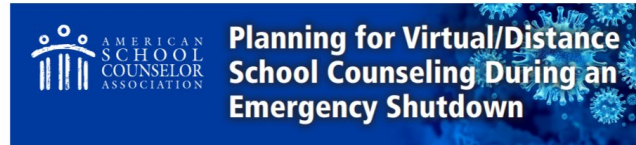
- If you learn of or suspect child abuse or neglect, follow your school's CPS protocol.
- Within 36 hours of making the report over the phone, send a written report to the authority you phoned.





Follow your school and district policies for online services/activities, accessing student information and using online platforms

# Legal and Ethical FAQ & Resources



The rapid spread of COVID-19, commonly referred to as the coronavirus, has forced districts to review and in some cases implement emergency shutdown plans. Plans should outline comprehensive school counseling services that will be provided and address equity and access issues such as ensuring students have access to computers and internet.

Depending on your district's safety protocol, a school may want to appoint a multidisciplinary team to create plans so services can continue in the event of a shutdown. This team should include an administrator, school counselor, lead teachers, school social worker/psychologist and school nurse, plus other personnel deemed necessary.

#### PROVIDING VIRTUAL/DISTANCE SCHOOL COUNSELING

Plans for providing comprehensive school counseling services should take into account any state-specific legal mandates as well as ethical concerns. The [ASCA Ethical Standards for School Counselors \(A.15 Virtual/Distance School Counseling\)](#) provide guidelines for working in a virtual or distance learning environment.

Providing school counseling services and activities in a virtual setting presents some challenges and limitations. Here are some issues to consider.

- Have you worked with administrators to develop a plan for how students and families can reach the school counselor through phone, email or online platforms? Do not use your personal phones or email accounts. If a communications method or online platform is not readily available, work with your school and district administration to find a solution.
- Are you following your school and district policies for online services/activities, accessing student information and using online platforms?
- Do you have procedures for students to follow in both emergency and non-emergency situations when the school counselor is not available?
- What steps will you take to mitigate the confidentiality limits you may face when providing virtual/distance school counseling?
- How will you educate students on ways to participate in the relationship through virtual/

distance school counseling? Develop methods to minimize or prevent potential misunderstandings that could occur due to a lack of visual and verbal cues or the inability to read body language.

- Are you providing as much information on the school counseling website as possible? You should be prepared to update it frequently.

#### PROVIDING DIRECT STUDENT SERVICES

**Instruction:** Prioritize the most critical academic, career and social/emotional lessons while continuing to teach the school counseling curriculum as much as possible through school/district online platforms. The uncertainty of working in a new environment may bring heightened stress to students. Review the [ASCA Mindsets & Behaviors](#) standards and focus on standards aligned with student needs and related to heightened stress such as:

- M 1. Belief in development of whole self, including a healthy balance of mental, social/emotional and physical well-being
- M 2. Self-confidence in ability to succeed
- B-SMS 7. Demonstrate effective coping skills when faced with a problem
- B-SMS 9. Demonstrate personal safety skills
- B-SMS 10. Demonstrate ability to manage transitions and ability to adapt to changing situations and responsibilities
- B-SS 9. Demonstrate social maturity and behaviors appropriate to the situation and environment

- Check out ASCA's website for further resources, examples of protocols and links to helpful information.

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What types of counseling activities lend themselves to synchronous platforms?

GOOGLE HANGOUT, ZOOM, ADOBE CONNECT,

Peer Support Groups, Empathy Circles, Community Building, College Nights

## Using online platforms to support students

- 1-1 check ins & advising
- Workshops and mini courses
- Homeroom/Advisory
- Peer support groups



# Online Peer Support Groups



Would you like peer support in:

- Helping to manage your time?
- Reducing your stress?
- Holding you accountable to your personal or academic goals?

Group meets once a week for approximately 6-8 sessions via videoconferencing to provide students a space to share and support each other during second semester.

Provides a great opportunity to meet and connect with fellow students and make new friends.



# Social & Emotional Learning Online

Activity: Empathy Circles, Building a Culture of Empathy (<http://cultureofempathy.com/>)

Powerful skill for developing empathy and effective interpersonal communication.

We will do an active listening exercise involving three roles:

- **Speaker:** describes an experience using the prompt given
- **Listener:** strives to empathically understand the speaker's experience, and communicates this understanding back to the speaker by paraphrasing or retelling it
- **Observer(s):** attentively observes the session without interrupting



## Debrief: Whole Group

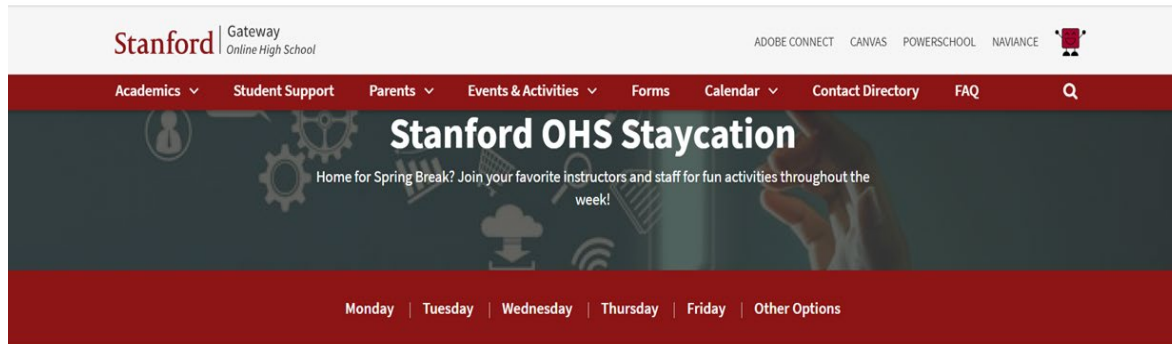


As the listener, what was your experience of the exercise? What did you feel went well, and what aspects of the exercise were challenging?

As the speaker, how did it feel to receive the listener's attention and active listening practice? How did this differ from how you might feel in an ordinary informal conversation?

As the observer, what did you notice?

# Peer and Community Connections: Staycation 2020 + Spirit Week











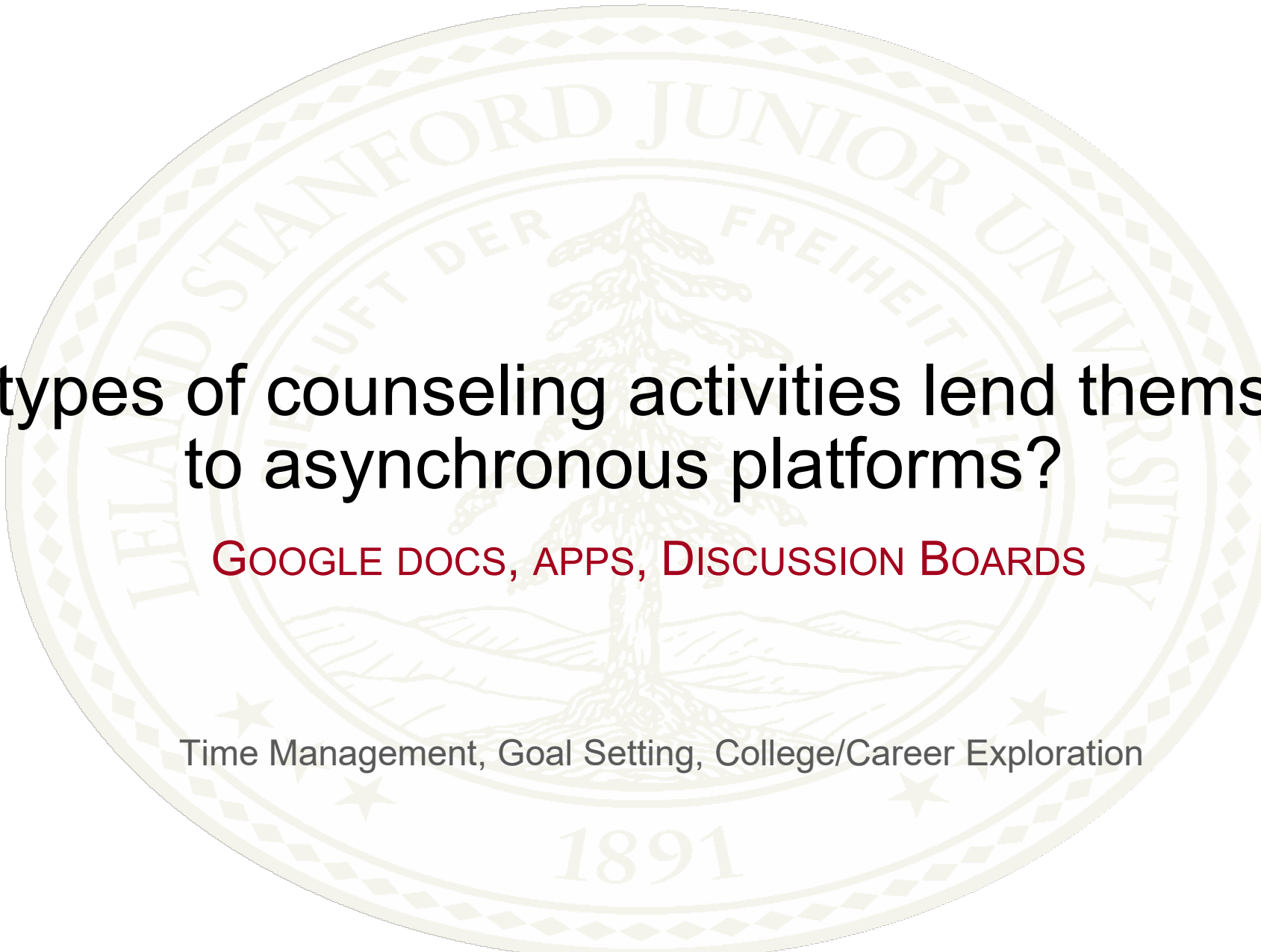
SPRING BREAK  
2020

- All Expense Paid Virtual Vacation
- Jeopardy
- Making College Decisions in the Current Situation
- Mindfulness and Community Circle for Students
- Animals Live Webcam
- Math Puzzles and Games
- Doodling Time
- Dead Poets Society Stanford OHS Style

## Spirit Week Days 2020!

Attend class dressed in the theme of the day. Take a screenshot of yourself on camera. Submit your shots here: [tinyurl.com/swdays20](http://tinyurl.com/swdays20).

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Class Colors MS: Black or white Freshmen: Orange Sophomores: Green Juniors: Red Seniors: Blue Teachers: Yellow	Wacky Hat Wear your wackiest hat, or your favorite! From ball cap to wizard's hat!	Pajama Party! Pretend you are taking class from bed or really do!	Glasses Galore Show off your specs and wear your favorite pair!	Pixel Pride Show off your OHS gear! Wear anything Stanford, OHS, or pixel-related!
	 	 	  	 

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What types of counseling activities lend themselves to asynchronous platforms?

GOOGLE DOCS, APPS, DISCUSSION BOARDS

Time Management, Goal Setting, College/Career Exploration

## Online tools

- Shared documents and calendars
  - Reflection and goal setting: Goal Worksheet
  - Academic example: Assignment Tracker
- Sharing tools
  - Audio files and youtube videos with meditation practice
  - Time management tools like Pomodoro timers (e.g. marinaratimer.com)
  - Noise generator for concentration (e.g. mynoise.net or simplynoise.com)
- Connecting students with supportive online communities
  - Teen Line: <https://teenlineonline.org/>
  - [Trevor Project](#)
- Career counseling tools like [Naviance](#) surveys and [O\\*Net](#)

# Shared tool for developing and tracking goal

2\_Worksheet - Goal Worksheet.docx ☆

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darlenef@stanford.edu

Comments Share

## Goal Worksheet

**Name:**

1. Describe a recent school-related assignment or task where I stumbled, failed, or didn't meet expectations:
2. How did it feel?
3. How can I acknowledge, and then respond to these feelings?
4. What went wrong with the assignment or task? Why did this happen? What was the problem or issue?
5. What should I do differently next time?  
*\*\* This is my opportunity*

1. What is my basic goal?  
  
How is it **specific**? [concrete, detailed]  
  
How is it **measureable**? [can I see my progress, from beginning to end, step by step?]

# Shared doc for developing and tracking goal

## 1. What is my basic goal?

To get better grades on my science quizzes.

*How is it **specific**? [concrete, detailed]*

On my next science quiz grade, I want to get a grade higher than one I got previously

*How is it **measurable**? [can I see my progress, from beginning to end, step by step?]*

I can see my progress once I get the grade back from my science quiz, and its relation to my previous science quiz grade.

*How is it **actionable**? [action-oriented; can be broken down into smaller, step-by-step items]*

I won't take the quiz until I've reviewed the material on my own. I'll ask more questions in class if I'm unclear about the material. If I'm still unclear about the material, I can email my instructor and ask for extra practice and/or to schedule a floating office hour.

*How is it **realistic**? [goal is achievable, attainable]*

I can do it! Even if this week's science quiz's grade isn't what I want, I have other opportunities! There's always next week.

*How is it **time-bound**? [what's the finish line?]*

Next Wednesday, when my next science quiz is. [Every Wednesday from now on, really.]

## 2. Rewrite my basic goal as a SMART goal:

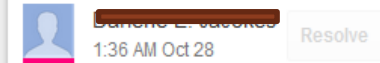
**S:** On next Wednesday's science quiz, I want to get at least an 80.

**M:** Once I get the grade back from the science quiz, I will be able to see how I did.

**A:** I will review the concepts before taking the quiz. I will try out different note-taking techniques from the lectures. I'll ask more questions in class if I'm unclear about the material. If I'm still unclear about the material, I can take extra steps – email my instructor, look at online resources, ask someone, schedule a floating office hour with my instructor, etc.

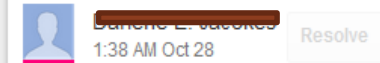
**R:** I can do it! Even if this week's science quiz's grade isn't higher than an 80, there's always next week!

**T:** This Wednesday.



I like that this can be encouraging of incremental improvement. An 80 on one quiz means that if you get an 84 on the next, you have made improvement and are on track for your goal

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Is this something you were not doing before? What will that review time look like (what will you do to review)?

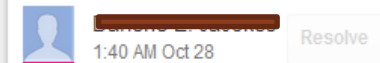
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I was not doing all the suggested study steps before. Re-watching the weekly videos and going over the in-class polls are the steps I'll try first



Perfect! Applying the concepts in practice problems is really effective for studying.



This is the key for your goal – this is what you will do differently to lead to the outcome that you want.

# Shared tool for time management

Coursework Goals Te x

https://docs.google.com/spreadsheets/d/1j17BxpPAez6zmZIXOzGn22lm3F69Zd8KCjmrJC7oTVA/edit#gid=...

Coursework Goals Template\_Stanford OHS

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fx

Stanford | Online High School

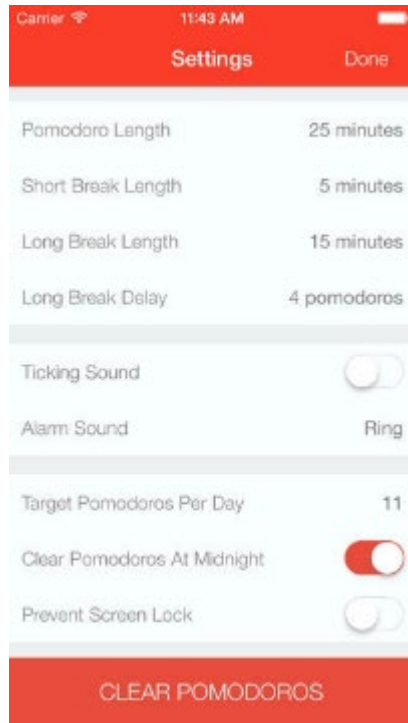
	A	B	C	D	E	F	G
1							
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5							
6			Student Goal Deadline (JST dates)	Due Date (JST dates)	Actual Turn-in/Compleio Date	Notes	
7	EXAMPLE	Essay	3/19/2013	3/20/2013	✓ DONE	ALL CAUGHT UP	
8		Reading	3/20/2013	3/21/2013	3/28/2013	Deadline extended	
9							
10		Week 1 (8/26-8/30)					
11							
12	CORE	Reading (Perry "Study of Philosophy" "What is Philosophy")	8/28/2013	8/29/2013	✓ DONE		
13		Reading (Russell "Value of Philosophy")	8/29/2013	8/30/2013	✓ DONE		
14		Write an assumption that Russell makes. Why is it important to his argument?	8/29/2013	8/30/2013 (Don't turn in - bring to class)	✓ DONE		
15							
16	HISTORY	Reading (Schlesinger "On Writing")	8/28/2013	8/29/2013	✓ DONE		
17							
18	ENGLISH	Read Fall Course Pages	8/27/2013	8/27/2013	✓ DONE		
19		Reading (Yeats "Easter 1916")	8/29/2013	8/30/2013	✓ DONE		
20		Reading (Auden "September 1st: 1939")	8/29/2013	8/30/2013	✓ DONE		
21		Close reading of above poems	8/29/2013	8/30/2013 (Don't turn in - bring to class)	✓ DONE		
22							
23	MATH	Email Dr. Nuckols	8/28/2013 (9:00am)	8/28/2013 (10:30am)	✓ DONE	Deadline extended	

+ Coursework Goals Coursework Goals Example Time Management Worksheet Time Management - Example More T



# Examples of third party online tools

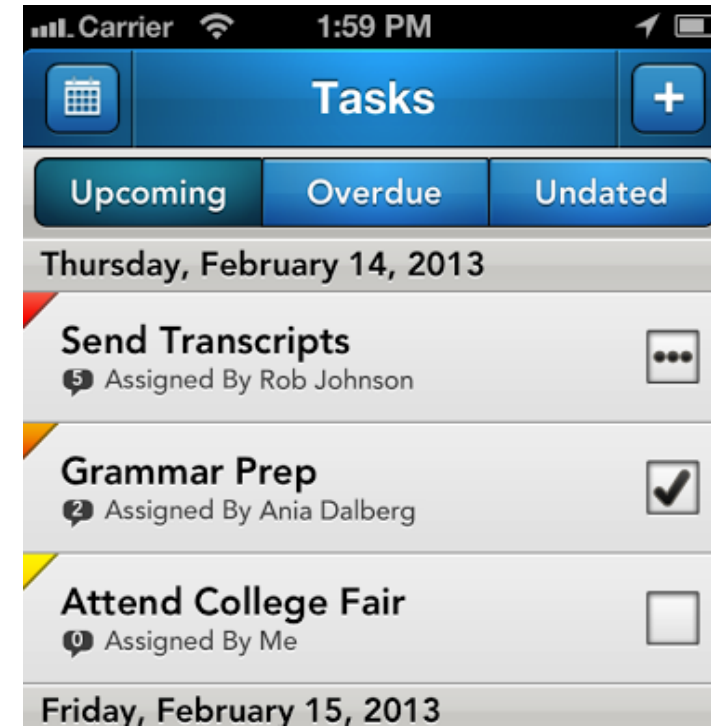
## Time Management



## Mindfulness breathing



## College (Naviance)



## Considerations

- Your practice needs should drive the tech you use - not the other way around
- Research new tools before adopting
  - Very few mobile apps aimed at mental health are research-supported.
  - Evaluate with an eye on security, privacy, and confidentiality.
- Make sure to discuss tools you plan to use with your administration and be sure to gain approval ahead of time.

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School counselors are an essential aspect of student engagement, learning, and well being

CONNECT WITH SCHOOL ADMIN, COLLEAGUES, AND PROFESSIONAL ORGANIZATIONS WHO ARE HERE TO SUPPORT YOU AND THE VITAL WORK YOU DO EVERYDAY!



## Contact Information

Tracy Steele, Director of Student Support, Stanford Online High School, [tmsteele@stanford.edu](mailto:tmsteele@stanford.edu)

Jill Cook, Assistant Director of the American School Counselor Association,  
[jcook@schoolcounselor.org](mailto:jcook@schoolcounselor.org)

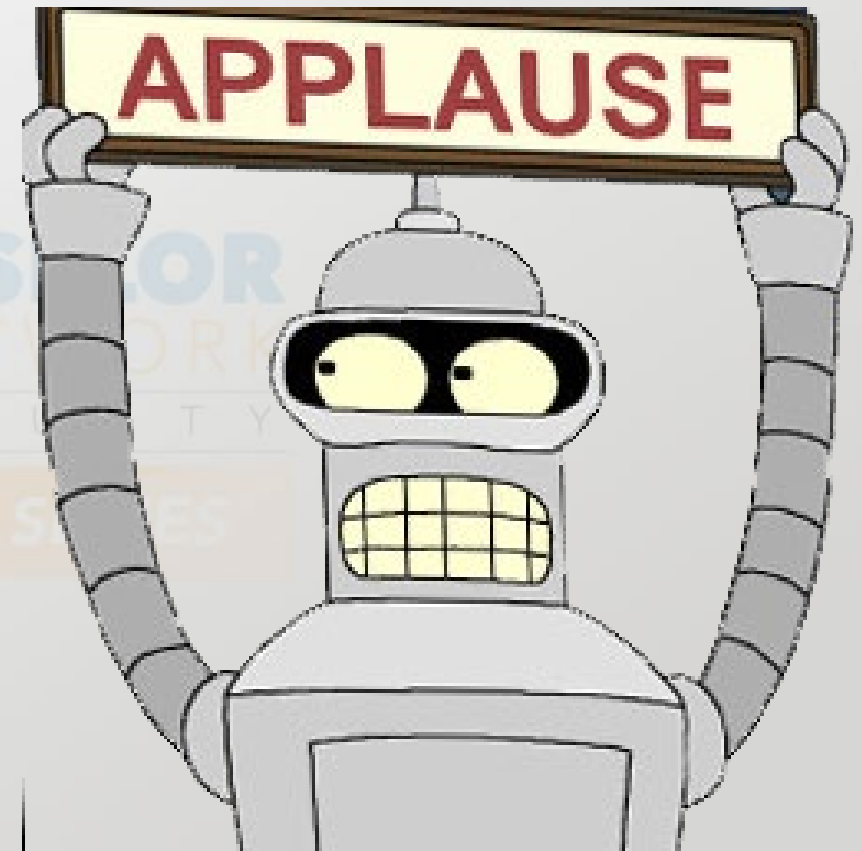
# Round of Applause for our Presenters!!

- **Dr. Tracy Steele**
- **Jill Cook**



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# We are here to support you!

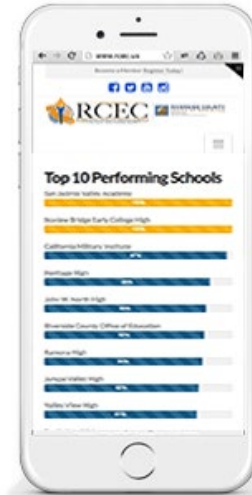
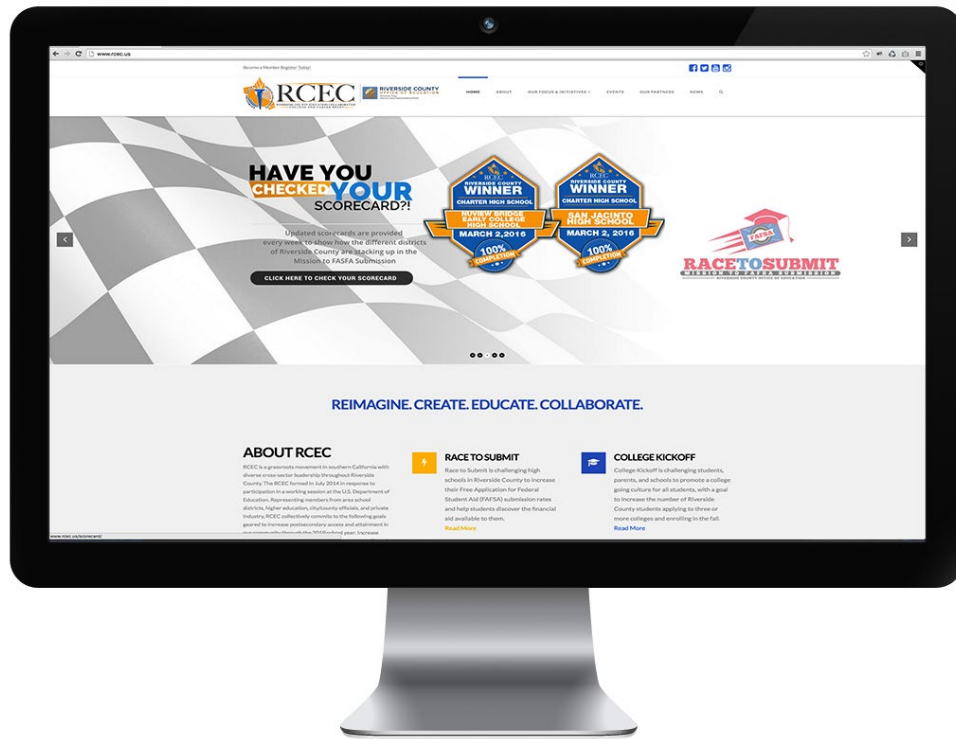
**Please reach out to College and Career Readiness with any needs at your school site, professional development topics, or general questions at:**

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# FOR MORE INFORMATION AND RESOURCES PLEASE VISIT US @

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thank you!