

Discovered Facts Summary

Working with Faculty and Staff

Following is a list of the facts you've discovered while **working with faculty and administrators**. Those highlighted in **green** are considered critical findings and should provide maximum assistance in focusing your change efforts. Those highlighted in **yellow** are considered significant findings as well. Non-highlighted facts are supportive.

6	Growing Tier 3 Caseloads
	Your review of tier three caseloads indicates significant growth in the number of cases over the past 5 years. Tier three caseloads have increased by more than 30% over the past two years. Tier two numbers have grown less aggressively, and you suspect that transitioning difficult cases from tier two to tier three has been a way of sharing spiraling time demands with professionals.
8	Tier 1 Programs Have All But Disappeared – Interruption Friction
	Data suggests that Tier one interventions and core instruction are virtually non-existent. There is concern regarding pushback from teachers when counselors interrupt standards-based classes with school counseling lessons. Faculty perceive core instruction as interruptions to their scheduled lesson plans and do not participate in delivering any of it.
9	Test Calendars are Non-Negotiable
	Testing calendars for mandated assessments (NWEA, ISTEP, PSAT, AP) are non-negotiable. You realize you are going to need to find creative ways to eliminate the challenge of counselors and administrators being solely responsible for test administration.