

# Conditions Necessary for Effective Advisory Implementation

Key conditions aligned with the Advisory Design Puzzle need to be in place in order to create effective advisory programs that lead to positive outcomes for students, staff, and the school culture.

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## Goals

- Clear goals are articulated that align with the School Improvement/Strategic Plan and that focus on academic advisement, creating community, and social-emotional learning.

## Linking advisory to other school programs

- Advisory is aligned with and complimentary to the school context (other school-wide initiatives, counseling systems, disciplinary systems, communication flow, etc.).

## Schedule: length & frequency

- Advisory is scheduled at least two times per week for 30-minute sessions.

## Grouping: size, mix, continuity

- Grade level grouping includes a balance of different students (for example, language and learning differences, social-emotional profiles, leadership, attendance, race, gender).
- Group sizes are between 12 and 15.

## Content, themes, formats

- Advisory content is developmentally informed for each grade level.
- Advisory integrates ritualized protocols that create predictability for students and support: 1) ease of planning for the Advisory Committee; and 2) skilled implementation by advisors.

## Advisors' roles & expectations

- These are clearly articulated for all stakeholders (advisors, students, staff, parents/caregivers).
- Expectations are aligned with the school context.

## Professional development

- A professional development strategy is aligned with advisory program goals and builds capacity in the advisors.
- There is an induction plan for new staff entering the school.

## **Accountability for students, advisors, and the program as a whole**

- An assessment plan is implemented to ensure continuous program improvement.
- A variety of assessments are used to assess program implementation (for example, surveys, feedback forms, At-A-Glance visits, self-assessments).

## **Materials & resources**

- Materials and resources are user-friendly and are provided to advisors in a timely manner.

## **Additional considerations:**

- An effective communication strategy is implemented to build understanding of and commitment to the advisory program's goals and structure among students, staff, and parent/caregivers.
- Supportive leadership from the principal, key administrative staff, and leadership team enables the advisory committee and advisors to step into their roles successfully.