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# TEN YEAR 2009-2019 STUDENT PERFORMANCE ACCOUNTABILITY & LONGITUDINAL STUDY



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# BEHAVIOR PERFORMANCE MANAGEMENT™ A NEW SCHOOL COUNSELING INTERVENTION MODEL 2009-2019

Outreach Concern Inc. is a non-profit, school-based counseling agency founded in 1993, now having completed over a quarter of century of service providing a variety of Counseling and Pupil Personnel Services in over 994 elementary, middle and high schools throughout Southern California, serving over 600,000 children and families. Outreach Concern's primary focus is to provide intervention and support services to students who demonstrate difficulty with academic, behavioral, emotional and social issues affecting their overall success. The information outlined in this report describes the results of a ten-year study investigating the effectiveness of a new counseling intervention model - Behavior Performance Management™ (BPM) developed by Dr. Fredrick Capaldi. The goal of this study was to measure its effectiveness as it applies to student performance.

Dissatisfied with traditional counseling methods that require lengthy time commitments, a lack of specific goals, and poor results, Outreach Concern sought to develop a counseling intervention model that focuses on behavioral change through a more direct, strategic and controlled approach with measurable results.

The BPM model differs from traditional counseling methods that are either "insight" focused or "non-directive." Instead, it recognizes over 90% of students referred for counseling are non-voluntary which requires a different counseling approach versus intervention models that expect clients to be motivated to change. The lack of success utilizing such models is demonstrated by studies which show poor results incorporating traditional school counseling, a high dropout rate from child therapy and poor clinical outcomes.

The BPM model provides a blueprint for counselors incorporating a "new mechanics" of counseling aimed at structuring intervention toward action plans, ownership and productivity. It emphasizes that it is not the lack of self-esteem, confidence, or motivation that negatively affects academic performance. Rather, it is the lack of performance that gives rise to feelings of inadequacy and negative (Core) Development Competencies. BPM empowers the counselor with a sense of purpose and direction to mobilize significant position holders in the student's life, which include, but are not limited to parents and teachers, to redirect the child's behavior under the guidance and direction of the counselor.

The information in this report provides specific data on how the BPM model was utilized over a ten-year period from 2009-2019 incorporating 994 schools and 35,930 referrals demonstrating an 87% success rate in Southern California elementary, middle and high schools focusing on academic, behavioral, emotional and social issues that negatively impacted student performance.

### **2009-2010 Pilot Study**

*Over the 2009-2010 school year, Outreach Concern conducted a pilot study to determine the effectiveness of its new counseling intervention model, Behavior Performance Management™. In this study, 763 referrals from Southern California elementary, middle and high schools for academic issues were referred to Outreach Concern counseling. Of the 763 referrals, 587 (77%) demonstrated significant gains in academic performance.*

### **2010-2011 Study**

*The second edition of the Outreach Concern Student Performance Accountability Study was conducted at the conclusion of the 2010-2011 school year. In this study, 1,083 referrals from Southern California elementary, middle and high schools for academic and behavioral issues were referred to Outreach Concern counseling. Of the 1,083 referrals, 842 (78%) resulted in an increase in performance. Of the 1,083 referrals, 841 for academic issues; 639 (76%) demonstrated significant gains in academic performance. Of the 242 behavioral issues, 203 (84%) demonstrated a significant reduction of the referring behavior.*

### **2011-2012 Study**

*The third edition of the Outreach Concern Student Performance Accountability Study was conducted at the conclusion of the 2011-2012 school year and also included the addition of students referred for emotional or psychological concerns. In this study, 2,399 referrals from Southern California, elementary, middle and high schools for academic, behavioral and emotional issues were referred to Outreach Concern counseling. Of the 2,399 referrals, 1,750 (73%) resulted in an increase in performance. Of the 2,399 referrals, 1,163 for academic issues; 857 (74%) demonstrated significant gains in academic performance. Of the 510 behavioral issues, 373 (73%) demonstrated a significant reduction of the referring behavior. Of the 726 emotional issues, 520 (72%) demonstrated a significant reduction of the referring behavior.*

### **2012-2013 Study**

*The fourth edition of the Outreach Concern Student Performance Accountability Study was conducted at the conclusion of the 2012-2013 school year. In this study, 3,074 referrals from Southern California elementary, middle and high schools for academic, behavioral and emotional issues were referred to Outreach Concern counseling. Of the 3,074 referrals, 2,631 (86%) resulted in an increase in performance. Of the 3,074 referrals, 1,093 for academic issues; 975 (89%) demonstrated significant gains in academic performance. Of the 857 behavioral issues, 730 (85%) resulted in a significant reduction of the referring behavior. Of the 1,124 emotional issues, 926 (82%) resulted in a significant reduction of the referring behavior.*

## **2013-2014 Study**

*The fifth edition of the Outreach Concern Student Performance Accountability Study was conducted at the conclusion of the 2013-2014 school year and also included the addition of students referred for social concerns. In this study, 3,855 referrals from Southern California elementary, middle, and high schools for academic, behavioral, emotional and social issues were referred to Outreach Concern counseling. Of the 3,855 referrals, 3,386 (88%) resulted in an increase in performance. Of the 3,855 referrals, 1,074 for academic issues and 967 (90%) demonstrated significant gains in academic performance. Of the 951 behavioral issues, 841 (88%) resulted in a significant reduction of the referring behavior. Of the 1,207 emotional issues 1,023 (85%) resulted in a significant reduction of the referring behavior. Of the 623 social issues, 555 (89%) resulted in a significant reduction of the referring behavior and increased student social skills.*

*Combined findings of the five-year study with Outreach Concern counselors implementing the BPM model indicate that of the 11,174 referrals for academic, behavioral, emotional and social issues, 9,196 (82%) resulted in a significant reduction of the presenting problem and increased academic performance as measured by grade point average.*

## **2014-2015 / 2015-2016**

*An addendum to this study is our 2014-2015 / 2015-2016 report, which includes data from 75 additional schools, incorporating 46 Los Angeles based schools with large Title 1 eligible populations, as a result of a partnership with the Los Angeles Unified School District (LAUSD) Title 1 Program, 21 public elementary schools from the Placentia Yorba Linda Unified School District (PYLUSD) and eight independent private schools in Los Angeles and Orange Counties.*

## **2014-2015 Study**

*The 2014-2015 edition of the Outreach Concern Student Accountability Study was conducted at the conclusion of the 2014-2015 school year and incorporated data from 75 new private and public schools throughout Southern California incorporating our services into their school curriculum. Forty-seven of these schools were Catholic elementary schools, part of a partnership with the LAUSD Title 1 private school program and the Los Angeles Archdiocese. In addition, the incorporation of the Placentia Yorba Linda Unified School District (PYLUSD) and their 21 elementary schools, as well as eight private schools in Los Angeles and Orange Counties.*

*In the study, 5,669 referrals from Southern California elementary, middle and high schools for academic, behavioral, emotional and social issues were referred to Outreach Concern counselors. Of the 5,669 referrals, 4,821 (85%) resulted in an increase in performance. Of the 5,669 referrals, 1,837 were referred for academic issues, 1,584 (86%) demonstrated gains in academic performance. Of the 1,275, behavioral referrals, 1,069 (84%) resulted in a significant reduction of the referring behavior. Of the 1,640 emotional issues, 1,374 (84%) resulted in a significant reduction of the referring behavior. Of the 917 social issues, 794 (87%) resulted in a significant reduction of the referring behavior and increased student's social skills.*

## **2015-2016 Study**

*The 2015-2016 edition of the Outreach Concern Student Accountability Study was conducted at the conclusion of the 2015-2016 school year and incorporated the additional schools from the 2014-2015 edition.*

*In the study, 5,728 referrals from Southern California elementary, middle and high schools for academic, behavioral, emotional and social issues were referred to Outreach Concern counselors. Of the 5,728 referrals, 4,831 (84%) resulted in an increase in performance. Of the 5,728 referrals, 1,700 were referred for academic issues, 1,424 (84%) demonstrated gains in academic performance. Of the 1,280 behavioral referrals, 1,100 (86%) resulted in a significant reduction of the referring behavior. Of the 1,830 emotional issues, 1,500 (82%) resulted in a significant reduction of the referring behavior. Of the 918 social issues, 807 (88%) resulted in a significant reduction of the referring behavior and increased student's social skills.*

## **2016-2017 Study**

*The 2016/2017 edition of the Student Performance Accountability Study was conducted at the conclusion of the 2016/2017 school year and incorporated 102 elementary, middle and high schools.*

*In the study, 4,033 referrals from Southern California elementary, middle and high schools were referred for academic, behavioral, emotional and social issues. Of the 4,033 referrals, 3,740 (93%) resulted in an increase in performance. Of the 4,033 referrals, 896 were referred for academic issues, 824 (92%) demonstrated gains in academic performance. Of the 965 behavioral referrals, 903 (94%) resulted in a significant reduction of the referring behavior. Of the 1,381 emotional issues, 1,261 (91%) resulted in a significant reduction of the referring behavior. Of the 791 social issues, 752 (95%) resulted in a significant reduction of the referring behavior and increased students' social skills.*

## **2017/2018 Study**

*The 2017/2018 study is the most recent addition of the Outreach Concern Student Performance Accountability Study which was conducted at the conclusion of the 2017/2018 school year and incorporated 104 elementary, middle and high schools throughout Southern California.*

*In this study, 4,457 referrals from Southern California elementary, middle and high schools for academic, behavior, emotional and social issues were referred to Outreach Concern counselors. Of the 4,457 referrals, 4,137 (93%) resulted in an increase in performance. Of the 4,457 referrals, 1,033 were referred for academic issues, 967 (94%) demonstrated gains in academic performance. Of the 1,089 behavioral referrals, 1,006 (92%) resulted in a significant reduction of the referring behavior. Of the 1,484 emotional issues, 1,376 (93%) resulted in a significant reduction of the referring behaviors. Of the 851 social issues, 788 (93%) resulted in a significant reduction of the referring behavior and increase to students' social skills.*

## **2018/2019 Study**

*The 2018/2019 study is the most recent and final addition to the ten-year Outreach Concern Student Performance Accountability Study which was completed at the conclusion of the conclusion of the 2018/2019 school year and incorporated 100 elementary, middle and high schools throughout Southern California.*

*In this study, 4,869 referrals from Southern California elementary, middle and high schools for academic, behavior, emotional and social issues were referred to Outreach Concern counselors. Of the 4,869 referrals, 4,360 (90%) resulted in an increase in performance. Of the 4,869 referrals, 954 were referred for academic issues, 853 (89%) demonstrated gains in academic performance. Of the 1,230 behavioral referrals, 1,123 (91%) resulted in a significant reduction of the referring behavior. Of the 1,735 emotional issues, 1,533 (88%) resulted in a significant reduction of the referring behaviors. Of the 950 social issues, 851 (90%) resulted in a significant reduction of the referring behavior and increase to students' social skills.*

*Results would suggest the BPM model has demonstrated significant success improving academic, behavioral, emotional and social issues and when incorporated into a school's pupil personnel program has the ability to positively impact student performance. It is reasonable to assume that the BPM model has the potential to revolutionize how counselors work with children and adolescents in an academic environment, bringing the discipline to a newfound sense of order, with measurable achievements.*

## Student Performance Accountability Study 2009-2019

	Schools	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
2009-2010	78	763	587 (77%)	763	587 (77%)	*	*	*	*	*	*
2010-2011	75	1083	842 (78%)	841	639 (76%)	242	203 (84%)	*	*	*	*
2011-2012	75	2399	1750 (73%)	1163	857 (74%)	510	373 (73%)	726	520 (72%)	*	*
2012-2013	81	3074	2631 (86%)	1093	975 (89%)	857	730 (85%)	1124	926 (82%)	*	*
2013-2014	93	3855	3386 (88%)	1074	967 (90%)	951	841 (88%)	1207	1023 (85%)	623	555 (89%)
2014-2015	143	5669	4821 (85%)	1837	1584 (86%)	1275	1069 (84%)	1640	1374 (84%)	917	794 (87%)
2015-2016	143	5728	4831 (84%)	1700	1424 (84%)	1280	1100 (86%)	1830	1500 (82%)	918	807 (88%)
2016-2017	102	4033	3740 (93%)	896	824 (92%)	965	903 (94%)	1381	1261 (91%)	791	752 (95%)
2017-2018	104	4457	4137 (93%)	1033	967 (94%)	1089	1006 (92%)	1484	1376 (93%)	851	788 (93%)
2018-2019	100	4869	4360 (90%)	954	853 (89%)	1230	1123 (91%)	1735	1533 (88%)	950	851 (90%)
<b>Total</b>	<b>994</b>	<b>35930</b>	<b>31085 (87%)</b>	<b>11354</b>	<b>9677 (85%)</b>	<b>8399</b>	<b>7348 (87%)</b>	<b>11127</b>	<b>9513 (85%)</b>	<b>5050</b>	<b>4547 (90%)</b>

**Total Referrals: 58,378**

**Total Referred Students Not Represented in Study: 28,999**

**Study Represents Elementary, Middle, and High School Students in Los Angeles and Orange County**

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling.
- Parents who refused consent for counseling.
- Parents who discontinued services.
- Crisis response situations.
- Students seen for fewer than three sessions.
- Non-responsiveness to medical management.

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in these studies represent multiple issue student referral.

\*Data from this study was compiled from teacher report, student report card and student grade point average.

**Data represents students where Behavior Performance Management™ intervention was utilized.**



## Student Performance Accountability Study 2018-2019

	Schools	Student referrals	Performance Improvement	%	Academic Referrals	Academic Improvement	%	Behavioral Referrals	Behavioral Improvement	%	Emotional Referrals	Emotional Improvement	%	Social Referrals	Social Improvement	%
2018-2019	100	4869	4360	90%	954	853	89%	1230	1123	91%	1735	1533	88%	950	851	90%

### Study Represents Elementary, Middle, and High School Students in Los Angeles and Orange County

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**Student Performance Accountability Study  
Orange County/Los Angeles  
2018-2019**

	Schools	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
OC	59	3268	2892 (88%)	601	527(88%)	846	770 (91%)	1128	985 (87%)	693	610 (88%)
LA	41	1601	1468 (92%)	353	326 (92%)	384	353 (92%)	607	548 (90%)	257	241 (94%)
<b>Total</b>	<b>100</b>	<b>4869</b>	<b>4360 (90%)</b>	<b>954</b>	<b>853 (89%)</b>	<b>1230</b>	<b>1123 (91%)</b>	<b>1735</b>	<b>1533 (88%)</b>	<b>950</b>	<b>851 (90%)</b>

**Study Represents Elementary, Middle, and High School Students in Los Angeles and Orange County**

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**Data represents students where Behavior Performance Management™ intervention was utilized.**

**Student Performance Accountability Study  
Catholic/ Private/ Public Schools  
2018-2019**

	Schools	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
Catholic- LA	40	1562	1429 (91%)	346	319 (92%)	373	342 (92%)	596	537 (90%)	247	231 (94%)
Catholic- OC	9	259	209 (81%)	49	41 (84%)	64	52 (81%)	115	94 (82%)	31	22 (71%)
Private	3	94	86 (91%)	19	16 (84%)	20	19 (95%)	33	32 (97%)	22	19 (86%)
Public	48	2954	2636 (89%)	540	477 (88%)	773	710 (92%)	991	870 (88%)	650	579 (89%)
<b>Total</b>	<b>100</b>	<b>4869</b>	<b>4360 (90%)</b>	<b>954</b>	<b>853 (89%)</b>	<b>1230</b>	<b>1123 (91%)</b>	<b>1735</b>	<b>1533 (88%)</b>	<b>950</b>	<b>851 (90%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than three sessions
- Non-responsiveness to medical management

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in this study represents multiple issue student referral.

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\*Study Represents Elementary, Middle, and High School Students in Los Angeles and Orange County.

**Data represents students where Behavior Performance Management™ intervention was utilized.**

**Student Performance Accountability Study  
Los Angeles Catholic Schools  
2018-2019**

School	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
Deanery 5	44	38 (86%)	6	5 (83%)	10	8 (80%)	18	15 (83%)	10	10 (100%)
Deanery 6	56	54 (96%)	20	19 (95%)	11	10 (91%)	19	19 (100%)	6	6 (100%)
Deanery 7	17	14 (82%)	4	3 (75%)	3	3 (100%)	6	5 (83%)	4	3 (75%)
Deanery 8	235	226 (96%)	55	51 (93%)	60	59 (98%)	96	93 (97%)	24	23 (96%)
Deanery 9	110	109 (99%)	33	33 (100%)	22	21 (95%)	42	42 (100%)	13	13 (100%)
Deanery 10	343	332 (97%)	71	71 (100%)	87	84 (97%)	127	121 (95%)	58	56 (97%)
Deanery 12	155	139 (90%)	34	31 (91%)	42	36 (86%)	60	53 (88%)	19	19 (100%)
Deanery 13	87	62 (71%)	9	5 (56%)	16	11 (69%)	45	32 (71%)	17	14 (82%)
Deanery 14	70	70 (100%)	21	21 (100%)	9	9 (100%)	25	25 (100%)	15	15 (100%)
Deanery 15	53	44 (83%)	9	7 (78%)	14	12 (86%)	17	14 (82%)	13	11 (85%)
Deanery 16	200	157 (79%)	54	33 (61%)	46	39 (85%)	79	59 (75%)	31	26 (84%)
Deanery 17	94	88 (94%)	19	19 (100%)	27	24 (89%)	32	29 (91%)	16	16 (100%)
Deanery 19	60	60 (100%)	13	13 (100%)	18	18 (100%)	15	15 (100%)	14	14 (100%)
Deanery 20	38	36 (95%)	8	8 (100%)	8	8 (100%)	15	15 (100%)	7	5 (71%)
<b>Total</b>	<b>1562</b>	<b>1429 (91%)</b>	<b>346</b>	<b>319 (92%)</b>	<b>373</b>	<b>342 (92%)</b>	<b>596</b>	<b>537 (90%)</b>	<b>247</b>	<b>231 (94%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than three sessions
- Non-responsiveness to medical management

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in this study represents multiple issue student referral.

\*Data from this study was compiled from teacher report, student report card and student grade point average.

**Data represents students where Behavior Performance Management™ intervention was utilized.**

**Student Performance Accountability Study  
Orange County Public Schools  
2018-2019**

	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
Buena Park	652	606 (93%)	119	112 (94%)	195	189 (97%)	195	174 (89%)	143	131 (92%)
Fountia Valley	249	237 (95%)	38	36 (95%)	55	55 (100%)	85	80 (94%)	71	66 (93%)
Fullerton	64	27 (42%)	28	13 (46%)	3	0 (0%)	21	9 (43%)	12	5 (42%)
Hunt. Beach	752	604 (80%)	109	89 (82%)	191	152 (80%)	297	238 (80%)	155	125 (81%)
Plac/ Yorba Linda	1220	1147 (94%)	245	227 (93%)	320	305 (95%)	387	364 (94%)	268	251 (94%)
Westmin.	17	15 (88%)	1	0 (0%)	9	9 (100%)	6	5 (83%)	1	1 (100%)
<b>Total</b>	<b>2954</b>	<b>2636 (89%)</b>	<b>540</b>	<b>477 (88%)</b>	<b>773</b>	<b>710 (92%)</b>	<b>991</b>	<b>870 (88%)</b>	<b>650</b>	<b>579 (89%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than three sessions
- Non-responsiveness to medical management

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**Data represents students where Behavior Performance Management™ intervention was utilized.**

**Student Performance Accountability Study  
Buena Park School District  
2018-2019**

	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
Beatty	83	62 (75%)	5	4 (80%)	29	26 (90%)	30	20 (67%)	19	12 (63%)
BP JH	62	48 (77%)	22	17 (77%)	9	8 (89%)	19	14 (74%)	12	9 (75%)
Corey	108	108 (100%)	23	23 (100%)	36	36 (100%)	22	22 (100%)	27	27 (100%)
Emery	91	91 (100%)	17	17 (100%)	31	31 (100%)	22	22 (100%)	21	21 (100%)
Gilbert	108	108 (100%)	27	27 (100%)	31	31 (100%)	32	32 (100%)	18	18 (100%)
Pendleton	102	98 (96%)	15	15 (93%)	27	26 (96%)	33	32 (97%)	27	26 (96%)
Whitaker	98	91 (93%)	10	10 (100%)	32	31 (97%)	37	32 (86%)	19	18 (95%)
<b>Total</b>	<b>652</b>	<b>606 (93%)</b>	<b>119</b>	<b>112 (94%)</b>	<b>195</b>	<b>189 (97%)</b>	<b>195</b>	<b>174 (89%)</b>	<b>143</b>	<b>131 (92%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than three sessions
- Non-responsiveness to medical management

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in this study represents multiple issue student referral.

\*Data from this study was compiled from teacher report, student report card and student grade point average.

**Data represents students where Behavior Performance Management™ intervention was utilized.**

**Student Performance Accountability Study  
Fullerton School District  
2018-2019**

	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
BP HS	64	27 (42%)	28	13 (46%)	3	0 (0%)	21	9 (43%)	12	5 (42%)
<b>Total</b>	<b>64</b>	<b>27 (42%)</b>	<b>28</b>	<b>13 (46%)</b>	<b>3</b>	<b>0 (0%)</b>	<b>21</b>	<b>9 (43%)</b>	<b>12</b>	<b>5 (42%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than three sessions
- Non-responsiveness to medical management

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in this study represents multiple issue student referral.

\*Data from this study was compiled from teacher report, student report card and student grade point average.

**Data represents students where Behavior Performance Management™ intervention was utilized.**

**Student Performance Accountability Study  
Fountain Valley School District  
2018-2019**

	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
Roch Courreges	0	0 (0%)	0	0 (0%)	0	0 (0%)	0	0 (0%)	0	0 (0%)
James H. Cox	0	0 (0%)	0	0 (0%)	0	0 (0%)	0	0 (0%)	0	0 (0%)
Robert Gisler	17	14 (82%)	2	1 (50%)	5	5 (100%)	7	6 (86%)	3	2 (67%)
William T. Newland	0	0 (0%)	0	0 (0%)	0	0 (0%)	0	0 (0%)	0	0 (0%)
Isojiro Oka	76	72 (95%)	10	9 (90%)	20	20 (100%)	19	18 (95%)	27	25 (93%)
Urbain H. Plavan	102	97 (95%)	14	14 (100%)	24	24 (100%)	37	34 (92%)	27	25 (93%)
Hisamatsu Tamura	54	54 (100%)	12	12 (100%)	6	6 (100%)	22	22 (100%)	14	14 (100%)
<b>Total</b>	<b>249</b>	<b>237 (95%)</b>	<b>38</b>	<b>36 (95%)</b>	<b>55</b>	<b>55 (100%)</b>	<b>85</b>	<b>80 (94%)</b>	<b>71</b>	<b>66 (93%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than three sessions
- Non-responsiveness to medical management

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in this study represents multiple issue student referral.

\*Data from this study was compiled from teacher report, student report card and student grade point average.

**Data represents students where Behavior Performance Management™ intervention was utilized.**



**Student Performance Accountability Study  
Huntington Beach City School District  
2018-2019**

	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
Dwyer	156	130 (83%)	41	34 (83%)	34	27 (79%)	67	61 (91%)	14	8 (57%)
Eader	138	113 (82%)	19	15 (79%)	33	26 (79%)	50	42 (84%)	36	30 (83%)
Hawes	52	52 (100%)	1	1 (100%)	14	14 (100%)	22	22 (100%)	15	15 (100%)
Moffet	41	18 (44%)	0	0	12	6 (50%)	25	10 (40%)	4	2 (50%)
Perry	36	36 (100%)	7	7 (100%)	15	15 (100%)	10	10 (100%)	4	4 (100%)
Peterson	113	83 (73%)	5	4 (80%)	36	26 (72%)	38	28 (74%)	34	25 (74%)
Seacliff	67	59 (88%)	11	9 (82%)	15	13 (87%)	22	20 (91%)	19	17 (89%)
Smith	100	80 (80%)	20	15 (75%)	25	21 (84%)	37	28 (76%)	18	16 (89%)
Sowers	49	33 (67%)	5	4 (80%)	7	4 (57%)	26	17 (65%)	11	8 (73%)
<b>Total</b>	<b>752</b>	<b>604 (80%)</b>	<b>109</b>	<b>89 (82%)</b>	<b>191</b>	<b>152 (80%)</b>	<b>297</b>	<b>238 (80%)</b>	<b>155</b>	<b>125 (81%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than three sessions
- Non-responsiveness to medical management

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in this study represents multiple issue student referral.

\*Data from this study was compiled from teacher report, student report card and student grade point average.

\*Study Represents Elementary, Middle, and High School Students in Los Angeles and Orange County.

**Data represents students where Behavior Performance Management™ intervention was utilized.**

## Student Performance Accountability Study Placentia/Yorba Linda Unified School District 2018-2019

	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
Brookhaven	66	66 (100%)	17	17 (100%)	14	14 (100%)	17	17 (100%)	18	18 (100%)
Bryant Ranch	101	97 (96%)	16	16 (100%)	26	26 (100%)	29	27 (93%)	30	28 (93%)
Fairmont	125	118 (94%)	30	27 (90%)	36	34 (94%)	34	32 (94%)	25	25 (100%)
Glenknoll	71	66 (93%)	17	15 (88%)	14	14 (100%)	31	28 (90%)	9	9 (100%)
Glenview	43	40 (93%)	0	0 (0%)	20	20 (100%)	18	16 (89%)	5	4 (80%)
Golden	52	52 (100%)	0	0 (0%)	15	15 (100%)	18	18 (100%)	19	19 (100%)
Lakeview	22	21 (95%)	4	3 (75%)	4	4 (100%)	8	8 (100%)	6	6 (100%)
Linda Vista	35	29 (83%)	8	6 (75%)	7	7 (100%)	11	9 (82%)	9	7 (78%)
Mabel Paine	61	55 (90%)	11	11 (100%)	16	14 (88%)	21	18 (86%)	13	12 (92%)
Melrose	77	73 (95%)	17	17 (100%)	29	28 (97%)	21	20 (95%)	10	8 (80%)
Morse	33	33 (100%)	5	5 (100%)	7	7 (100%)	15	15 (100%)	6	6 (100%)
Rio Vista	43	43 (100%)	15	15 (100%)	8	8 (100%)	10	10 (100%)	10	10 (100%)
Rose Drive	23	18 (78%)	3	3 (100%)	8	6 (75%)	9	8 (89%)	3	1 (33%)
Ruby Drive	118	106 (90%)	34	30 (88%)	20	20 (100%)	40	36 (90%)	24	20 (83%)
Sierra Vista	57	51 (89%)	12	9 (75%)	18	16 (89%)	15	15 (100%)	12	11 (92%)
Topaz	78	77 (99%)	18	18 (100%)	19	19 (100%)	23	22 (96%)	18	18 (100%)
Travis Ranch	24	24 (100%)	6	7 (100%)	5	5 (100%)	8	8 (100%)	5	5 (100%)
Tynes	54	49 (91%)	8	7 (87%)	15	13 (87%)	16	16 (100%)	15	13 (87%)
Van Buren	32	28 (88%)	6	6 (100%)	9	7 (78%)	11	9 (82%)	6	6 (100%)
Wagner	61	57 (93%)	17	15 (88%)	15	13 (87%)	14	14 (100%)	15	15 (100%)
Woodsboro	44	44 (100%)	1	1 (100%)	15	15 (100%)	18	18 (100%)	10	10 (100%)
<b>Total</b>	<b>1120</b>	<b>1147 (94%)</b>	<b>245</b>	<b>227 (93%)</b>	<b>320</b>	<b>305 (95%)</b>	<b>387</b>	<b>364 (94%)</b>	<b>268</b>	<b>251 (94%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than four sessions
- Non-responsiveness to medical management

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in this study represents multiple issue student referral.

\*Data from this study was compiled from teacher report, student report card and student grade point average.

**Data represents students where Behavior Performance Management™ intervention was utilized.**

**Student Performance Accountability Study  
Westminster School District  
2018-2019**

	Student Referrals	Performance Improvement	Academic Referrals	Academic Improvement	Behavioral Referrals	Behavioral Improvement	Emotional Referrals	Emotional Improvement	Social Referrals	Social Improvement
<b>Clegg</b>	<b>0</b>	<b>0 (0%)</b>	<b>0</b>	<b>0 (0%)</b>	<b>0</b>	<b>0 (0%)</b>	<b>0</b>	<b>0 (0%)</b>	<b>0</b>	<b>0 (0%)</b>
<b>Sequoia</b>	<b>17</b>	<b>15 (88%)</b>	<b>1</b>	<b>0 (0%)</b>	<b>9</b>	<b>9 (100%)</b>	<b>6</b>	<b>5 (83%)</b>	<b>1</b>	<b>1 (100%)</b>
<b>Total</b>	<b>17</b>	<b>15 (88%)</b>	<b>1</b>	<b>0 (0%)</b>	<b>9</b>	<b>9 (100%)</b>	<b>6</b>	<b>5 (83%)</b>	<b>1</b>	<b>1 (100%)</b>

\*Students not included in study:

- Who transferred out of the school or district prior to completing counseling
- Parents who refused consent for counseling
- Parents who discontinued services
- Crisis response situations
- Students seen for fewer than three sessions
- Non-responsiveness to medical management

\*Student referrals represent the total number of referral issues counselors have responded to.

\*Data in this study represents multiple issue student referral.

\*Data from this study was compiled from teacher report, student report card and student grade point average.

**Data represents students where Behavior Performance Management™ intervention was utilized.**

# CONCLUSION

This study represents the findings of a ten-year investigation into the effectiveness of a new counseling intervention model, Behavior Performance Management™. The data was obtained from 994 private and public elementary, middle and high schools in Orange and Los Angeles Counties in which counselors for Outreach Concern provided counseling services to students attending these schools.

The original pilot study began during the 2009-2010 school year, focusing on 763 referrals for academic performance issues. Data analysis found that of these referrals 587 (77%) demonstrated significant academic achievement.

The following year (2010/2011) 1,083 referrals from Southern California elementary, middle and high schools for academic and behavioral issues were referred to Outreach Concern counselors. Of the 1,083 referrals, 842 (78%) resulted in an increase in performance. Of the 1083 referrals, 841 for academic issues 639 (76%) demonstrated significant gains in academic performance. Of the 242 behavioral issues, 203 (84%) demonstrated a significant reduction of the referring behavior.

The third edition of the Outreach Concern's Student Performance Accountability Study conducted at the conclusion of the 2011-2012 school year included the addition of students referred for emotional or psychological concerns. Of the 2,399 referrals from Southern California schools for academic, behavioral and emotional issues 1,750 (73%) demonstrated an increase in performance. Of the 1,163 referrals for academic issues, 857 (74%) demonstrated significant gains in academic performance. Of the 510 referrals for behavioral issues, 373 (73%) demonstrated a significant reduction of the referring behavior. Of the 726 referrals for emotional issues, 522 (72%) demonstrated a significant reduction of the referring behavior.

The fourth edition of the Outreach Concern Student Performance Accountability Study conducted at the conclusion of 2012-2013 school year included student referrals for academic, behavior and emotional issues. Of the 3,074 referrals, 2,631 (86%) demonstrated an increase in performance. Of the 1,093 referred for academic issues, 975 (89%) demonstrated significant gains in academic performance. Of the 857 behavioral issues, 730 (85%) showed a significant reduction of the referring behavior. Of the 1,124 emotional issues, 926 (82%) resulted in a significant reduction of the referring behavior.

The fifth edition of the Outreach Concern's Student Performance Accountability Study was conducted at the conclusion of the 2013-2014 school year and included the addition of students referred for socialization concerns. Of the 3,855 referrals, 3,386 (88%) resulted in increased performance. Of the 1,074 referrals for academic issues, 967 (90%) demonstrated significant gains in academic performance. Of the 951 behavioral issues, 841 (88%) showed a significant reduction of the referring behavior. Of the 1,207 emotional issues, 1,023 (85%) demonstrated a significant reduction of the referring behavior. Of the 623 social issues, 555 (89%) resulted in a significant reduction of the referring behavior and increased social skills.

The sixth edition of the Outreach Concern's Student Performance Accountability Study was conducted at the conclusion of the 2014-2015 school year and incorporated an additional 75 schools, 47 of which were a result of the partnership between Outreach Concern and LAUSD private school Title 1 program, as well as 21 schools from the Placentia Yorba Linda Unified School District (PYLUSD) and eight private schools in the Los Angeles and Orange County areas. Of the 5,669 referrals, 4,821 (85%) resulted in an increase in performance. Of the 1,837 referrals for academic issues, 1,584 (86%) demonstrated significant gains in academic performance. Of the 1,275 behavioral issues, 1,069 (84%) showed a significant reduction of the referring behavior. Of the 1,640 emotional issues, 1,374 (84%) demonstrated a significant reduction of the referring behavior. Of the 917 social issues, 794 (87%) resulted in a significant reduction of the referring behavior and increased social skills.

The seventh edition of the Outreach Concern's Student Performance Accountability Study was conducted at the conclusion of the 2015-2016 school year *and incorporated the additional schools from the 2014-2015 edition*. Of the 5,728 referrals, 4,831 (84%) resulted in an increase in performance. Of the 1,700 referrals for academic issues, 1,424 (84%) demonstrated significant gains in academic performance. Of the 1,280 behavioral issues, 1,100 (86%) showed a significant reduction of the referring behavior. Of the 1,830 emotional issues, 1,500 (82%) demonstrated a significant reduction of the referring behavior. Of the 918 social issues, 807 (88%) resulted in a significant reduction of the referring behavior and increased social skills.

The eighth edition of the Outreach Concern's Student Performance Accountability Study was conducted at the conclusion of the 2016-2017 school year and incorporated Outreach Concern elementary, middle and high schools. Of the 4,033 referrals, 3,740 (93%) resulted in an increase in performance. Of the 896 referrals for academic issues, 824 (92%) demonstrated significant gains in academic performance. Of the 965 behavioral issues, 903 (94%) showed a significant reduction of the referring behavior. Of the 1,381 emotional issues referred, 1,261 (91%) demonstrated a significant reduction of the referring behavior. Of the 791 social issues, 752 (95%) resulted in a significant reduction of the referring behavior and increased social skills.

The ninth edition of the Outreach Concern's Student Performance Accountability Study was conducted at the conclusion of the 2017/2018 school year and incorporated 104 elementary, middle and high schools. Of the 4,457 student referrals, 4,137 (93%) resulted in an increase in performance. Of the 1,033 referrals for academic issues, 967 (94%) demonstrated significant gains in academic performance. Of the 1,089 behavioral issues, 1,006 (92%) showed a significant reduction of the referring behavior. Of the 1,484 emotional issues referred, 1,376 (93%) demonstrated a significant reduction of the referring behavior. Of the 851 social issues, 788 (93%) resulted in a significant reduction of the referring behavior and increased social skills.

The tenth and final addition of the Outreach Concern's Student Performance Accountability Study was conducted at the conclusion of the 2018/2019 school year and incorporated 100 elementary, middle and high schools. Of the 4,869 student referrals, 4,360 (90%) resulted in an increase in performance. Of the 954 referrals for academic issues, 853 (89%) demonstrated significant gains in academic performance. Of the 1,230 behavioral referrals, 1,123 (91%) resulted in a significant reduction of the referring behavior. Of the 1,735 emotional issues, 1,533 (88%) resulted in a significant reduction of the referring behaviors. Of the 950 social issues, 851 (90%) resulted in a significant reduction of the referring behavior and increase to students' social skills.

Combined findings of the ten-year Outreach Concern's Student Performance Accountability Study, implementing the Behavior Performance Management™ model in 994 K-12 schools throughout Southern California from 2009 through 2019 indicate of the 35,930 student referrals for academic, behavior, emotional and social issues, 31,085 (87%) demonstrated improved academic performance and a significant reduction of negative presenting problems.

These results indicate the Behavior Performance Management™ model has demonstrated significant success in improving academic, behavioral, social and emotional issues and when incorporated into a school's pupil personnel program has the ability to greatly enhance student performance.

Results suggest it may be advisable to investigate the effectiveness of the Behavior Performance Management™ model when applied to student absenteeism, school truancy, early high school drop-out and specific subject matter issues.

# **Outreach Concern Student Performance Longitudinal Study 2012-2017**

## **Project:**

Over the past nine-years Outreach Concern has conducted numerous studies which examined the effectiveness of our school intervention approach known as Behavior Performance Management™. The results of those studies indicate that upward of 87% of the students who participate in this counseling model demonstrate improved academic and/or behavioral performance. The current study involved following up with those students who had demonstrated positive change to see if their improvement continued over time.

## **Population:**

The study followed students who had been referred to Outreach Concern counselors for issues related to academic, behavior, social or emotional deficiencies. The study timeframe incorporated students seen for counseling during the 2012/2013, 2013/2014, 2014/2015, 2015/2016 and 2016/2017 school years. In all, 65 schools were incorporated into the study, 60 elementary schools, 3 middle schools and 2 high schools. The study examined records of 6,784 students over a five-year period to determine the number of students re-referred to counseling for the initial or similar related issues previously referred.

## **Conclusion:**

Over the five-year surveyed timeframe of the 6,789 students surveyed, 1,265 (19%) were re-referred back to counseling. The remaining 5,524 (81%) were not re-referred. Survey results do not identify the present level of success of those 5,524 students who were not re-referred. It is reasonable to assume the presence of various influences to support those 5,524 students not being re-referred, such as age, maturity and environmental influences, further supporting continued student positive performance. However, it is also reasonable to suggest that the initial intervention incorporating the Behavior Performance Management™ model, demonstrating an (87%) success in altering the presenting referred behavior of those 30,662 referrals, might account for the fact that these students no longer needed counseling services and continued to demonstrate acceptable or further improved performance.