



Ujima Center and the SAGE Peer Consultation Model

SAGE stands for:

1. Support: Providing mutual support and encouragement among peers.
2. Assessment: Conducting self-assessment and peer assessment to identify strengths and areas for improvement.
3. Goals: Setting clear, achievable goals based on assessments.
4. Evaluation: Regularly evaluating progress towards goals and making necessary adjustments.

Integrating the SAGE Model for Ujima School Counselor Professional Learning Community

Research-Based Strategy: Implement the SAGE Peer Consultation Model to enhance professional collaboration and development.

Action Step

- Support:
 - Establish a peer consultation group comprising school counselors and school social workers.
 - Hold regular meetings to provide a safe and supportive environment for discussing professional challenges and successes.
- Assessment:
 - Use structured self-assessment and peer assessment tools to identify individual and group strengths and areas needing improvement.
 - Example Tools: ASCA's "School Counselor Professional Standards & Competencies"
- Goals:
 - Set specific, measurable, attainable, relevant, and time-bound (SMART) goals for professional growth and collaboration.
 - Create individual and group action plans to achieve these goals, ensuring alignment with overall school objectives.
- Evaluation:
 - Regularly review and evaluate progress towards the set goals using both qualitative and quantitative measures.
 - Adjust action plans as needed based on evaluation findings to continuously improve professional practice and collaboration.

Reference: Ham, N. P., Spencer, G., Gwyn, L., Hurt, D., Quintana, J., & Watson, J. (2022). The SAGE Peer Consultation Model. *Journal of School Counseling*, 20(3), 15-27.