

Counselor _____ Date(s) of observations _____
 School _____ Assignment _____ Employee Number _____

INSERT A WHOLE NUMBER, NOT AN "X" OR "y"!
 DO NOT INSERT MORE THAN ONE NUMBER IN A ROW.

See RUBRIC for detailed definitions. Insert ONE of the following: 1 = Ineffective; 2 = Needs Improvement;
 3 = Effective; 4 = Highly Effective; 5 = Superior; N/A = Not Applicable; N/O = Not Observed

1	2	3	4	5
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Average

COUNSELOR CENTER MANAGEMENT.....

#DIV/0!

1	The Counselor will optimize the physical learning environment to assure efficacy / student learning advantage in alignment with counseling management best practices.					
2	The Counselor plans for delivery of the school's counseling plan relative to short term and long term objectives.					
3	The school counselor contributes to a positive school climate by taking a proactive role in creating a safe, orderly and positive school environment.					

SCHOOL COUNSELING EFFECTIVENESS.....

#DIV/0!

4	School Counselor monitors student progress to maximize student achievement.					
5	School Counselor demonstrates accountability.					
6	The School Counselor creates a professional receiving / open climate so as to insure that Faculty and Staff actively solicit the counselor's special expertise in student's emotional, career and academic progress.					
7	School Counselor participates in the school-wide assessment program.					
8	School Counselor exhibits the skills and temperament to manage student's crises.					
9	Exhibits behaviors and efficiencies associated with professionalism.					

NOTE: N/A or N/O cannot be used for Domains with a single Indicator;
 use 1, 2, 3, 4, or 5 ONLY.

PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT.....

0.0

10	Uses professional growth as a continuous improvement strategy.					
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INTERPERSONAL SKILLS.....

#DIV/0!

11	Effective interactions and collaboration with stakeholders.					
12	Counselor participates in Fair Share Duties and Responsibilities.					

LEADERSHIP.....

#DIV/0!

13	School Counselor leads and participates in school-wide efforts to involve parents.					
14	School Counselor advocates effectively for equity issues affecting the educational progress of students.					

Summary of Effectiveness by DOMAIN:

	<u>Average</u>	<u>Weight of Domain by Percentage</u>
COUNSELOR CENTER MANAGEMENT	#DIV/0!	20%
SCHOOL COUNSELING EFFECTIVENESS	#DIV/0!	30%
PROFESSIONAL GROWTH AND CONTINUOUS IMPROVEMENT	0.0	10%
INTERPERSONAL SKILLS	#DIV/0!	20%
LEADERSHIP	#DIV/0!	20%

COMPOSITE, WEIGHTED AVERAGE for EVALUATION	#DIV/0!
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NOTE:

<u>From:</u>	<u>To:</u>	<u>Ranking</u>
Less than 1.8		Ineffective
Equal to or greater than 1.8	Less than 2.8	Needs Improvement
Equal to or greater than 2.8	Less than 3.8	Effective
Equal to or greater than 3.8	Less than 4.8	Highly Effective
Equal to or greater than 4.8		Superior

Any ranking of 1.0 or 2.0 on any component of this Evaluation requires a Personal Development Plan to be attached to this document.

Any ranking of 4.0 or 5.0 on any component on this Evaluation requires narrative comments within the Evaluator Comments below.

Evaluator Comments:

Counselor's Signature* _____ Date _____

Evaluator's Signature _____ Date _____

*The Counselor's Signature is an acknowledgement that the counselor has received the Evaluation on the date indicated.