

SCHOOL COUNSELOR PERSONNEL EVALUATION

NON-PERMANENT

|  |         |   |                                       |
|--|---------|---|---------------------------------------|
| Name:  | School: | School Year:                                      | Evaluator:                            |
| Contract Status:   |         | Assignment:                                       |                                       |
| Standard/Competency selected by the counselor:<br>Teacher's Initials: _____  |         | Goal:   |                                       |
| Standard/Competency selected by the evaluator:<br>Evaluator's Initials: _____  |         | Goal:   |                                       |
| Standard/Competency selected jointly by the counselor and evaluator:<br>School Counselor's Initials: _____ Evaluator's Initials: _____ |         | Goal:<br><br>(Attach separate page, if necessary) |                                       |
| The goals written to Standards/Competencies have been reviewed and agreed  |         |   |                                       |
| Evaluator Signature: _____   |         | Date: _____                                       | Employee Signature: _____ Date: _____ |

RATINGS: D-

Evaluator Initials: \_\_\_\_\_ Employee Initials: \_\_\_\_\_

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EVALUATION DESCRIPTORS:  
 SCHOOL COUNSELING PROGRAMS  
 STANDARD/COMPETENCY 1

School counselors should possess the knowledge, abilities, skills, and attitudes necessary to plan, organize, implement, and evaluate a comprehensive, developmental, results-based school counseling program that aligns with the ASCA National Model.

| RATING | KEY ELEMENT   | UNSATISFACTORY | DEVELOPING | PROFICIENT | DISTINGUISHED |
|--------|---|----------------|------------|------------|---------------|
|        | a) The school counselor establishes a climate that promotes fairness and respect. |                |            |            |               |

Evaluator Initials: \_\_\_\_\_ Employee Initials: \_\_\_\_\_

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EVALUATION DESCRIPTORS:  
 FOUNDATIONS  
 STANDARD/COMPETENCY 2

School counselors should possess the knowledge, abilities, skills, and attitudes necessary to establish the foundations of a school counseling program aligning with the ASCA National Model.

| RATING | KEY ELEMENT   | UNSATISFACTORY  | DEVELOPING   | PROFICIENT | DISTINGUISHED |
|--------|---|---|--|------------|---------------|
|        | a) The school counselor supports students in the application of strategies to achieve future career success and satisfaction. | The school counselor does not support students in applying decisionmaking skills to career awareness, career planning, course selection or career transitions. Students are not encouraged to use research and information resources, such as the Internet, to obtain career information. | The school counselor <del>not</del> supports students in applying decisionmaking skills to career awareness, career planning, course selection or career |            |               |

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- f) The school counselor applies the ethical standards and principles of the school counseling profession and adheres to the legal aspects of the role of the school counselor.
- The school counselor does not apply the ethical standards and principles of the school counseling profession and does not adhere to the legal aspects of the role of the school counselor.
- The school counselor rarely applies the ethical standards and principles of the school counseling profession and infrequently adheres to the legal aspects of the role of the school counselor.
- The school counselor applies the ethical standards and principles of the school counseling profession and adheres to the legal aspects of the role of the school counselor.
- The school counselor consistently applies the ethical standards and principles of the school counseling profession and adheres to the legal aspects of the role of the school counselor.

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EVALUATION DESCRIPTORS:  
DELIVERY  
STANDARD/COMPETENCY 4

School counselors should possess the knowledge, abilities, skills, and attitudes necessary to deliver a school counseling program aligning with the ASCA National Model.

| RATING | KEY ELEMENT   | UNSATISFACTORY   | DEVELOPING   | PROFICIENT   | DISTINGUISHED |
|--------|---|--|--|--|---------------|
|        | a) The school counselor provides opportunities and support for students to engage in problem solving and in investigating and analyzing concepts and questions. | The school counselor does not provide opportunities and support for students to engage in problem solving and in investigating and analyzing concepts and questions. | The school counselor <del>only</del> provides opportunities and support for students to engage in problem solving and in investigating and analyzing concepts and questions. | The school counselor provides opportunities and support for students to engage in problem solving and in investigating and analyzing concepts and questions. |               |

Evaluator Initials: \_\_\_\_\_ Employee Initials: \_\_\_\_\_

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Evaluator Initials: \_\_\_\_\_ Employee Initials: \_\_\_\_\_

EVALUATION DESCRIPTORS:  
ACCOUNTABILITY  
STANDARD/COMPETENCY 5

School counselors should possess the knowledge, abilities, skills, and attitudes necessary to provide

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EVALUATOR COMMENTS IN SUPPORT OF A DISTINGUISHED RATING

Please note the Standard(s) and Key Element(s) and describe specific behavior.

Evaluator Initials: \_\_\_\_\_ Employee Initials: \_\_\_\_\_

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