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| **1st & 2nd Year School Counselor Evaluation Summative Report** | **Date:** |  |
| **School Counselor:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**Probationary:\_\_\_\_\_\_\_\_\_Permanent:\_\_\_\_\_\_\_\_\_\_\_\_\_** |
| **School: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Academic Year: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_** |
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| **Standard 1: Student Development** |
| The school counselor utilizes his/her skills and knowledge of student development and behavior to promote the mental health and well-being of all students by facilitating their academic, career, and personal/social development. |
| **Meets Expectation:**Choose an item.Choose an item.Choose an item.**Comment:** |
| **Growth Opportunity:**Choose an item.Choose an item.Choose an item.**Comment:** |
| **Area of Concern:**Choose an item.Choose an item.Choose an item.**Comment:** |
| **Standard 2: Comprehensive Counseling Program Implementation** |
| The school counselor collaborates with school and community members to plan, design, implement, evaluate and enhance the school and district-wide comprehensive school counseling program to advance the academic, career, and personal/social development of all students. |
| **Meets Expectation:**Choose an item.Choose an item.Choose an item.**Comment:** |
| **Growth Opportunity:**Choose an item.Choose an item.Choose an item.**Comment:** |
| **Area of Concern:**Choose an item.Choose an item.Choose an item.**Comment:** |
| **Standard 3: Professional Relationships** |
| The school counselor develops collaborative professional relationships throughout the school and community which support the comprehensive school counseling program as well as the overall mission and improvement plans of the school and district. |
| **Meets Expectation:**Choose an item.Choose an item.Choose an item.**Comments:** |
| **Growth Opportunity:**Choose an item.Choose an item.Choose an item.**Comments:** |
| **Area of Concern:**Choose an item.Choose an item.Choose an item.**Comments:** |
| **Standard 4: Leadership and Advocacy** |
| The school counselor serves as a change agent, demonstrating leadership, vision, collaboration, and advocacy for the on-going development of self, students, the comprehensive school counseling program, and the school district. |
| **Meets Expectation:**Choose an item.Choose an item.Choose an item.**Comments:** |
| **Growth Opportunity:**Choose an item.Choose an item.Choose an item.**Comments:** |
| **Area of Concern:**Choose an item.Choose an item.Choose an item.**Comments:** |
| **Standard 5: Ethical and Professional Conduct** |
| The school counselor knows, understands, and adheres to current ethical and professional standards and legal requirements. |
| **Meets Expectation:**Choose an item.Choose an item.Choose an item.**Comments:** |
| **Growth Opportunity:**Choose an item.Choose an item.Choose an item.**Comments:** |
| **Area of Concern:**Choose an item.Choose an item.Choose an item.**Comments:** |

\*A “Growth Opportunity” rating on a standard results in a Growth Plan for that area.

\*\*An “Area of Concern” rating on a standard results in an Improvement Plan for that area.

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| **Growth Opportunities** | **Academic Year:** |  |
|  |
| **Indicator and Rationale** | **Baseline****Assessment** | **Goal****(Target related to selected indicator)** | **Results****(Outcome of implemented strategies)** | **Follow-Up****Assessment** |
| #1 | **Emerging (0-2)** |  |  | **Emerging (0-2)** |
|  0 |  1 |  2 |  0 |  1 |  2 |
| **Developing (3-4)** | **Developing (3-4)** |
|  3 |  4 |  |  3 |  4 |  |
| **Proficient (5-6)** | **Proficient (5-6)** |
|  5 |  6 |  |  5 |  6 |  |
| **Distinguished (7)** | **Distinguished (7)** |
|  7 |  |  |  7 |  |  |
| #2 | **Emerging (0-2)** |  |  | **Emerging (0-2)** |
|  0 |  1 |  2 |  0 |  1 |  2 |
| **Developing (3-4)** | **Developing (3-4)** |
|  3 |  4 |  |  3 |  4 |  |
| **Proficient (5-6)** | **Proficient (5-6)** |
|  5 |  6 |  |  5 |  6 |  |
| **Distinguished (7)** | **Distinguished (7)** |
|  7 |  |  |  7 |  |  |
| #3 | **Emerging (0-2)** |  |  | **Emerging (0-2)** |
|  0 |  1 |  2 |  0 |  1 |  2 |
| **Developing (3-4)** | **Developing (3-4)** |
|  3 |  4 |  |  3 |  4 |  |
| **Proficient (5-6)** | **Proficient (5-6)** |
|  5 |  6 |  |  5 |  6 |  |
| **Distinguished (7)** | **Distinguished (7)** |
|  7 |  |  |  7 |  |  |

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| **Overall Counselor Rating** |
| **Years in Position** |  | **Needs Improvement** | **Potentially Effective** | **Effective** | **Highly Effective** |
| 0-2 |  | Multiple Areas of ConcernOrIndicator Rating 0 | 1 Area of ConcernOrIndicator Rating 1 | No Areas of ConcernAndIndicator Ratings 2-3 | No Areas of ConcernAndIndicator Ratings 4-7 |
| 3-5 |  | Multiple Areas of ConcernOrIndicator Ratings 0-2 | 1 Area of ConcernOrIndicator Rating 3 | No Areas of ConcernAndIndicator Ratings 4-5 | No Areas of ConcernAndIndicator Ratings 6-7 |
| 6-10 |  | Multiple Areas of ConcernOrIndicator Ratings 0-3 | 1 Area of ConcernOrIndicator Rating 4 | No Areas of ConcernAndIndicator Ratings 5-6 | No Areas of ConcernAndIndicator Rating 7 |
| Over 10 |  | Multiple Areas of ConcernOrIndicator Ratings 0-4 | 1 Area of ConcernOrIndicator Rating 5 | No Areas of ConcernAndIndicator Rating 6 | No Areas of ConcernAndIndicator Rating 7 |
|  |
|  | is rated as |  | for the  |  | school year. |
| ***School Counselor Name*** |  | ***Effectiveness Rating*** |  |  |  |  |  |
|  |
| **Administrator and Counselor Comments:** |
|  |
| **Growth Opportunity Plan:**Identify the Quality Indicators that will be the focus of the Growth Plan for the coming year. Choose an item.Choose an item.Choose an item.**Comments:** |
| * **Recommend for Re-Employment**
* Develop a new or revised Growth Plan based on new indicators or a continuation of the same indicators.
* Develop an Improvement Plan linked to indicators. This must include specific target dates and timelines that must be met in order for re-employment to continue.
 | * **Do Not Recommend for Re-Employment**
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|  |  |  |  |  |  |  |
| **Counselor Signature** |  | **Date** |  | **Evaluator Signature** |  | **Date** |