

**Santa Paula Unified School District
COUNSELOR PERFORMANCE EVALUATION REPORT**

Preliminary **Summative**

Name: _____ Evaluator _____ Date: _____

School: _____ Caseload: _____

Observation Dates/Times: _____ Conference Dates: _____

Status: Temporary Probationary 1

 Permanent Probationary 2

1- Meets Standards 2 - Needs Improvement 3 - Unsatisfactory

STANDARD I: Engage, Advocate for and Support All Students in Learning	1	2	3
<ul style="list-style-type: none"> • Ensure all students are engaged in a system of support designed for learning and academic success • Advocate for educational opportunity, equity and access for all students • Advocate for the learning and academic success of all students • Identify student problems in their earliest stages and implement prevention and intervention strategies <hr/> <hr/> <hr/>			
STANDARD II: Plan, Implement and Evaluate Programs to Promote Academic, Career, Personal and Social Development of All Students	1	2	3
<ul style="list-style-type: none"> • Demonstrate organizational skills • Develop outcome-based programs • Assess program outcomes and analyze data • Demonstrate leadership in program development • Works with students to develop academic and career goals <hr/> <hr/> <hr/>			

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STANDARD III: Utilize Multiple Sources of Information to Monitor and Improve Student Behavior and Achievement	1	2	3
<ul style="list-style-type: none"> • Assess student characteristics and utilize the information to plan for individual student growth and achievement • Interpret and use student assessment data with students and parents/guardians in developing personal, academic, and career plans • Monitor student personal, academic and career progress <hr/> <hr/> <hr/>			
STANDARD IV: Collaborate and Coordinate with School and Community Resources	1	2	3
<ul style="list-style-type: none"> • Build and maintain student support teams for student achievement • Provide consultation and education for teachers and parents • Develop working relationships within the school that include school staff members, parents, and community members • Coordinate support from community agencies <hr/> <hr/> <hr/>			
STANDARD V: Promote and Maintain a Safe Learning Environment for All Students	1	2	3
<ul style="list-style-type: none"> • Promote a positive, safe, and supportive learning environment • Develop and implement programs that address the personal and social risk factors of students • Develop and implement programs that reduce the incidence of school site violence • Incorporate models of systemic school safety that address elements of prevention, intervention, and treatment into the school system <hr/> <hr/> <hr/>			

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STANDARD VI: Developing as a Professional Counselor	1	2	3
<ul style="list-style-type: none"> • Establish professional goals and pursue opportunities to improve • Model effective practices and continuous progress in school counseling • Adhere to professional codes of ethics, legal mandates, and district policies <hr/> <hr/> <hr/>			

INSTRUCTIONS:

1. Commendations and recommendations must include those relative to the standards.
2. Comments that indicate a need for improvement **MUST** be specific in nature and recommend methods of improvement.
3. Comments that indicate exceeds standards should be specific in nature and show evidence of exemplary performance.
4. Additional pages may be added.

EVALUATOR COMMENTS:

OVERALL EVALUATION:

- Meets Standards
- Needs Improvement
- Unsatisfactory – Does Not Meet Standards

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RE-EMPLOYMENT RECOMMENDATION:

- Retain
 - Do Not Retain
 - Retain with Improvement Plan
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SIGNATURES: EVALUATOR _____ DATE _____
 COUNSELOR _____ DATE _____

**A copy of this evaluation will be placed in your personnel file. You have the right to respond within ten (10) days and your response will be attached to your evaluation. Your signature on this evaluation does not necessarily signify agreement with the evaluation, only that it has been reviewed with you and that you have received a copy.