Travis Unified School District

Certificated Counseling Evaluation Instrument

GOALS

(Reference: Collective Bargaining Agreement, Article 12)

Unit Member:_____ School Year:_____

Position:_____ Site/Location:_____

Unit Member Status: Temporary Intern Probationary-1 Probationary-2 Permanent
(circle one)

Evaluator:_____ Title:_____ Date:_____

The purpose of the performance evaluation is to help school counselors realize their potential by implementing an assessment process which will:

- **Inform, develop, and improve services for students.**
- **Provide counselors with meaningful feedback on strengths and opportunities for growth.**
- **Ensure fair, evidence-based employment decisions.**

Goals and Objectives shall be developed by the 30th workday for temporary, intern, and probationary unit members and by the 45th workday for permanent unit members.

Administrators shall evaluate unit members on all six standards but will focus on two standards as indicated below.

Temporary, Intern, and Probationary One counselors will focus on Standards One and Two only.

Probationary Two counselors will focus on two standards and may choose from Standards Two, Three, Four, and Five only.

Permanent status counselors will focus on two Standards agreed upon by the counselor and evaluator. If mutual goals cannot be reached, the evaluator shall select one standard and corresponding goal and the unit member shall select one standard and corresponding goal.

ADAPTED FROM THE CALIFORNIA STANDARDS FOR THE **SCHOOL COUNSELING** PROFESSION
STANDARD I – Engage, advocate for, and support all students in learning
*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
STANDARD II – Plan, implement, and evaluate programs to promote academic, career, personal, and social development of all students
* Demonstrate organizational skills
* Develop outcome-based programs
* Assess program outcomes and analyze data
* Demonstrate leadership in program development
STANDARD III – Utilize multiple sources of information to monitor and improve student behavior and achievement
*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

STANDARD IV – Collaborate and coordinate with school and community resources
*Build and maintain student support teams for student achievement
* Provide consultation and education for counselors and parents
* Develop working relationships within the school that include school staff members, parents, and community members
* Coordinate support for community agencies
STANDARD V – Promote and Maintain a Safe Learning Environment for all students
*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
STANDARD VI – Develop as a professional school counselor
*Establish professional goals and pursue opportunities to improve
*Model effective practices and continuous progress in school counseling
*Adhere to professional codes of ethics, legal mandate, and district policies

Standard #_____
Goal:

Standard #_____
Goal:

Evaluator's Signature Date

Unit Member's Signature Date