



COUNSELOR PERFORMANCE EVALUATION
 (Assessment by observation, documentation and/or conferences)

Employee Name:

Work Site:

Position:

Status:

Use the California Standards for the Counselor Profession. Summary of activities and evidence may include descriptors of performance that exceeds the standards.



School Counselor Standards:

- 1: Does not meet standard
- 2: Partially meets standard
- 3: Meets standard

STANDARD 1	ENGAGE, ADVOCATE FOR AND SUPPORT ALL STUDENTS IN LEARNING	LEVEL
ELEMENTS	1.1 Ensure all students are engaged in a system of support designed for learning and academic success. 1.2 Advocate for educational opportunity, equity and access for all students. 1.3 Advocate for the learning and academic success of all students. 1.4 Identify student problems in their earliest stages and implement prevention and intervention strategies	

SUMMARY:

STANDARD 2	PLAN, IMPLEMENT, EVALUATE PROGRAMS TO PROMOTE ACADEMIC, CAREER, PERSONAL, AND SOCIAL DEVELOPMENT	LEVEL
ELEMENTS	2.1 Demonstrate organization skills. 2.2 Develop outcome-based program. 2.3 Assess program outcomes and analyze data. 2.4 Demonstrate leadership in program development	

SUMMARY:

STANDARD 3	UTILIZE MULTIPLE SOURCES OF INFORMATION TO MONITOR AND IMPROVE STUDENT BEHAVIOR AND ACHIEVEMENT	LEVEL
ELEMENTS	3.1 Assess student characteristics and utilize the information to plan for individual student growth and achievement. 3.2 Interpret and use student assessment data with students and parents/guardians in developing personal, academic, and career plans. 3.3 Monitor student personal, academic, and career progress.	

SUMMARY:

STANDARD 4	COLLABORATE AND COORDINATE WITH SCHOOL AND COMMUNITY RESOURCES	LEVEL
ELEMENTS	4.1 Build and maintain student support teams for student achievement 4.2 Provide consultation and education for teachers and parents. 4.3 Develop working relationships within the school that include school staff members, parents and community members. 4.4 Coordinate support from community agencies	

SUMMARY:

STANDARD 5	PROMOTE AND MAINTAIN A SAFE LEARNING ENVIRONMENT FOR ALL STUDENTS	LEVEL
ELEMENTS	5.1 Promote positive, safe and supportive learning environment 5.2 Develop and implement programs that address the personal and social risk factors of students 5.3 Develop and implement programs that reduce the incidence of school site violence 5.4 Incorporate models of systemic school safety that address elements of prevention, intervention and treatment into the school system.	

SUMMARY:

STANDARD 6	DEVELOPING AS A PROFESSIONAL EDUCATOR	LEVEL
FOCUS ELEMENT	6.1 Establish professional goals and pursue opportunities to improve. 6.2 Model effective practices and continuous progress in school counseling. 6.3 Adhere to professional codes of ethics, legal mandates and district policies.	

SUMMARY:

Next Anticipated Evaluation: _____

OVERALL EVALUATION

<input type="checkbox"/> Does not meet standards ➤ Required to repeat evaluation process next year	<input type="checkbox"/> Partially meets standards	<input type="checkbox"/> Meets standards ➤ Probationary 1 required to repeat evaluation process next year
--	---	---

EVALUATOR COMMENTS/RECOMMENDATION/COMMENDATIONS:

Evaluator Name:

Evaluator Signature:

Date:

Evaluatee Signature:

Evaluatee Signature:

Date:

This report has been discussed with me in conference with the evaluator and I have received a copy of this evaluation form. An opportunity has been extended to me to attach comments concerning this evaluation. Employees' signature does not indicate agreement or disagreement with the evaluation.