



**Williamston Community Schools**

Counselor Evaluation Model

As of July 2024



**Williamston Community Schools**

School Counselor Forms List and Scoring Guide

As of July 2024

**District Evaluation Philosophy:** Our belief is that the most significant personal growth comes as a result of serious internal reflection, goal setting, and feedback.

Evaluation Process Forms	
1.	Counselor Forms List and Scoring Guide
2.	Counselor Evaluation Worksheet
3.	Danielson Framework for School Counselors (download at): <a href="https://www.danielsongroup.org/specialist-rubrics/">https://www.danielsongroup.org/specialist-rubrics/</a>

Counselor Scoring Guide	
Component	Point/Percentage Value
Danielson Framework for School Counselors	100 points / 100%



**Williamston Community Schools**  
 School Counselor Evaluation Worksheet  
 As of July 2024

Effective:	100 - 70
Developing:	69 - 50
Needing Support:	49 - 0

Counselor Name: \_\_\_\_\_

Observation Component: Reference Danielson Framework for Counselors	Effective	Developing	Needing Support	Points
1a: Demonstrating knowledge of school counseling theory	4.5	2.7	0	
1b: Demonstrating knowledge of students	4.5	2.7	0	
1c: Establishing counseling outcomes	4.5	2.7	0	
1d: Demonstrating knowledge of resources	4.5	2.7	0	
1e: Designing a coherent counseling program	4.5	2.7	0	
1f: Designing program assessment	4.5	2.7	0	
2a: Creating an environment of respect and rapport	4.5	2.7	0	
2b: Establishing a culture for learning	4.5	2.7	0	
2c: Managing routines and practices	4.5	2.7	0	
2d: Managing student behaviors	4.5	2.7	0	
2e: Organizing the physical space	4.5	2.7	0	
3a: Communicating with students	4.5	2.7	0	
3b: Using appropriate counseling techniques	5.5	3.3	0	
3c: Engaging students in the formulation of current and future plans	4.5	2.7	0	
3d: Assessing student needs	4.5	2.7	0	
3e: Implementing responsive services	4.5	2.7	0	
4a: Reflecting on practice	4.5	2.7	0	
4b: Maintaining accurate records and using appropriate data to guide practice	4.5	2.7	0	
4c: Communicating with families, staff, and community	4.5	2.7	0	
4d: Participating in the professional community	4.5	2.7	0	
4e: Growing and developing professionally	4.5	2.7	0	
4f: Showing professionalism	4.5	2.7	0	
<b>Observation Subtotals:</b>	100	60	0	0
<b>Student Growth Measurements</b>	<b>Effective</b>	<b>Developing</b>	<b>Needing Support</b>	<b>Points</b>
Student Growth #1				0
Student Growth #2				0
Student Growth #3				0
<b>Student Growth Subtotal</b>				0
<b>Total</b>				0

Counselor Signature: \_\_\_\_\_

Building Principal/Evaluator Signature: \_\_\_\_\_

Date: \_\_\_\_\_