

Central Unified School District

(Article 11.5)

EVALUATION OF DISTRICT SCHOOL COUNSELOR PERFORMANCE

Name: _____ Date: _____

School: _____ Assignment: Preschool T/K-6 7-8 9-12
District

Status: _____ Permanent _____ Probationary 2 _____ Probationary 1 _____ Temporary

STANDARD 1 – ENGAGE, ADVOCATE FOR AND SUPPORT ALL STUDENTS IN LEARNING

Emerging/ Exploring	Applying	Integrating/ Innovating	
			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 Engages the teacher in examination of data to improve practice and advance student learning.
			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.

STANDARD 2 – PLAN, IMPLEMENT AND EVALUATE PROGRAMS TO PROMOTE ACADEMIC, CAREER PERSONAL, AND SOCIAL DEVELOPMENT OF ALL STUDENTS

Emerging/ Exploring	Applying	Integrating/ Innovating	
			2.1 Demonstrate organization skills
			2.2 Develop outcome-based programs
			2.3 Assess program outcomes and analyze data
			2.4 Demonstrate leadership in program development

STANDARD 3 – COLLABORATE AND COORDINATE WITH SCHOOL AND COMMUNITY RESOURCES

Emerging/ Exploring	Applying	Integrating/ Innovating	
			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.

STANDARD 4 – COLLABORATE AND COORDINATE WITH SCHOOL AND COMMUNITY RESOURCES

Emerging/ Exploring	Applying	Integrating/ Innovating	
			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.

STANDARD 5 – PROMOTE AND MAINTAIN A SAFE LEARNING ENVIRONMENT FOR ALL STUDENTS

Emerging/ Exploring	Applying	Integrating/ Innovating	
			5.1 Promote a 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.

STANDARD 6 – DEVELOP AS A PROFESSIONAL SCHOOL COUNSELOR

Emerging/ Exploring	Applying	Integrating/ Innovating	
			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 code of ethics, legal mandates, and district policies.

Adjunct Duties and/or commendation(s) for activities that have enhanced student learning:

Suggestion(s) to enhance student learning:

Professional Development Activities:

Acknowledgement

In accordance with Article 11.6: Within ten (10) working days subsequent to the observation, an evaluation conference shall be scheduled between the unit member and the evaluator. At the conference the evaluator will present a copy of the written evaluation to the unit member and discuss it. The unit member shall sign the evaluation signifying only that he/she has read the document, and has been provided the opportunity of attaching a written response which shall become a part of the permanent record. If deficiencies are noted by the evaluator, he/she shall provide specific recommendations to remedy the noted deficiencies. Any employee who received a negative evaluation may request another observation and subsequent evaluation to be conducted at a mutually acceptable time: however, the teacher may request a second evaluation by another administrator determined by the District. Nothing in this section or paragraph shall invalidate the evaluation from the employee's immediate supervisor.

Initial (Teacher)

Initial (Evaluator)

<u>Permanent</u>	<u>Probationary/Temporary</u>
<input type="checkbox"/> Employee to be placed on Support Plan, as per Article 11.11 <input type="checkbox"/> Employee to be placed in PAR per Article 11.11	<input type="checkbox"/> I recommend this employee be granted permanent status <input type="checkbox"/> I recommend this employee be retained in probationary status subject to final probationary evaluation <input type="checkbox"/> I do not recommend this employee for permanent status

Evaluator Print Name

Date

*Evaluator's Signature

Date

Counselor Print Name

Date

*Counselor's Signature

Date

A copy of this evaluation will be placed in your personnel file. You have the right to respond and your response will be attached to your evaluation.

**Signature does not necessarily indicate agreement with the contents of this evaluation. Reaction or written response may be attached.*