



2026-2027 Counselor Student Outcome Goal Rubric

Goal Setting	Unsatisfactory (0 Points)	Progressing (1 Point)	Proficient (2 Points)	
	A counselor rated here cannot receive any points for Goal Accomplishment ☐ SOG is not approved by the appraiser, AND/OR, ☐ SOG does not focus on student achievement improvements ☐ No SMART Student Outcome Goal Statement is written, and ☐ Artifacts and student growth tracker are not uploaded to Cornerstone.	A counselor rated here can receive up to 2 pts for Goal Accomplishment ☐ Counselor has set a SMART Student Outcome Goal Statement using <u>no</u> data sources or data sources that are not aligned to desired outcome, ☐ Selected focus is on student achievement improvements, ☐ Established <u>growth targets</u> are rigorous, and attainable, projecting 40- 69 percent or more students meet the target, ☐ <u>Student Outcome Goal Statement</u> demonstrates that the SOG is aligned to the success of the campus, and ☐ Artifacts and student growth tracker are missing or incomplete in Cornerstone.	A counselor rated here can receive up to 3 pts for Goal Accomplishment ☐ Counselor has set a SMART Student Outcome Goal Statement using baseline data that is clearly defined and linked to desired outcome, ☐ Selected focus is on student achievement improvements, ☐ Established growth targets are rigorous and attainable, projecting 70 percent or more students meet the target, ☐ <u>Student Outcome Goal Statement</u> demonstrates that the SOG is tightly aligned to the success of the campus, and ☐ Artifacts and student growth tracker are fully completed and uploaded to Cornerstone.	
Goal Accomplishment	Unsatisfactory (0 Points)	Progressing (1 Point)	Proficient (2 Points)	Exemplary (3 Points)
	Must receive at least 1 point on Goal Setting to be rated in this category ☐ Counselor has attempted to monitor student progress, collect data, and make some adjustments to strategies, although with limited success, ☐ Counselor has compiled a limited body of evidence that shows few or no documented actions toward goal accomplishment, ☐ Counselor accomplishes part of the goal with 39.9 percent or less of students meeting their growth targets, and ☐ Student growth tracker/student evidence is incomplete or not uploaded to Cornerstone.	Must receive at least 1 point on Goal Setting to be rated in this category ☐ Counselor has attempted to monitor student progress, collect data, and make some adjustments to strategies, although with limited success, ☐ Counselor has compiled a limited body of evidence that has some documented actions or unclear action plan toward goal accomplishment, ☐ Counselor accomplishes the goal with <u>40 to 69.9 percent</u> or more of students meeting their growth targets, and ☐ Completed student growth tracker, including some student evidence, is uploaded to Cornerstone.	Must receive at least 1 point on Goal Setting to be rated in this category ☐ Counselor has consistently monitored student progress, collected data, and adjusted strategies, as needed ☐ Counselor has compiled a valid and reliable body of evidence that accurately documents students' end-of-year growth toward goal accomplishment ☐ Counselor accomplishes the goal with <u>70 to 89.9 percent</u> or more of students meeting their growth targets, and ☐ Completed student growth tracker, including all student evidence, is uploaded to Cornerstone.	Must receive at least 2 points on Goal Setting to be rated in this category ☐ Counselor has consistently monitored student progress, collected data, and used evidence to make successful adjustments, as needed, ☐ Counselor has compiled a valid and reliable body of evidence that accurately documents students' end-of-year growth toward goal accomplishment, ☐ Counselor accomplishes the goal with <u>90 percent or more</u> of students meeting their growth targets, ☐ Accomplishment has positively impacted the campus, and ☐ Completed student growth tracker, including all student evidence, is uploaded to Cornerstone.