

Gloucester City School District

Guidance Counselor Evaluation Rating Sheet

2020-2021

Cold Springs School
 Middle School
 High School

Counselor Name: _____

OBSERVATION SUMMARY	UNSATISFACTORY (DEVELOPING)	PROFICIENT	ACCOMPLISHED	DISTINGUISHED	NOT DEMONSTRATED
Standard I: Planning and Preparation					
A. Incorporate knowledge of counseling standards					
B. Demonstrate knowledge of a child and adolescent development					
C. Establish goals for the counseling program to support student learning					
D. Establish session goals or meeting outcomes					
E. Plan interventions, accommodations & modifications to maximize likelihood of student success					
Overall Rating for Standard I					
Standard II: Data Informed Decision Making					
A. Use a variety of instruments to gather information on student's strengths, needs and preferences					
B. Analyze and use results from multiple sources or assessments in decision making					
C. Provide appropriate feedback					
D. Utilize technology to gather data and enhance the learning environment					
Overall Rating for Standard II					
Standards III: Delivery of Service					
A. Uses a variety of materials, methods and strategies to remove barriers to learning					
B. Use counseling techniques in individual, group and classroom settings					
C. Design and deliver district adopted affective curriculum and/or career planning programs for students					
D. Ensure sessions or meetings are focused and productive while promoting active participation					
E. Access building, district and community resources					
F. Implement and evaluate a yearly counseling program					
Overall Rating for Standard III					
Standard IV: Interventions					
A. Implement or monitor academic interventions					
B. Recommend implement or monitor appropriate interventions for students with social, emotional & behavioral needs					
C. Use appropriate tools for identifying early warning signs of children at risk and implement pre-referral interventions for learning and social/emotional behavioral problems					
D. Participate as a member of an intervention or solution team					
Overall Rating for Standard IV					
Standard V: Contributions to the Learning Environment					
A. Create a safe and accessible counseling environment					
B. Model positive and respectful rapport					
C. Respect diversity among others					
D. Promote student collaboration and leadership					
E. Comply with established school-wide procedures					
Overall Rating for Standard V					

Standard VI: Leadership							
A. Understand their role and responsibility in implementing the District, Department and/or Building Action Plan							
B. Promote the concept of Professional Learning Communities through purposeful involvement							
C. Continue professional growth							
D. Support collaborative partnerships							
Standard VII: Professional Responsibilities							
A. Adhere to federal laws, state statutes and regulations pertaining to education, the Board of Education (BOE) policies, the Agreement of Trust and Understanding (ATU), and school rules							
B. Demonstrate professionalism							

Overall Observation Rating _____

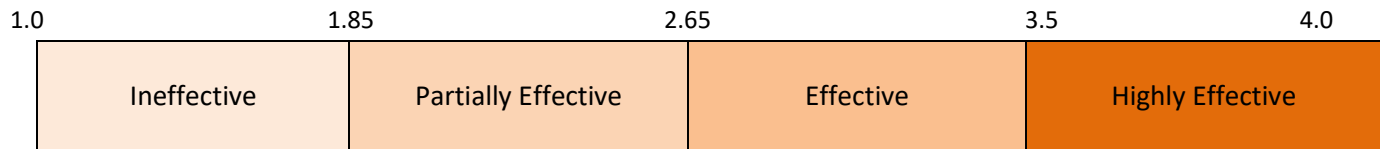
Calculation of Overall Evaluation Score

Summary Ratings

- | | | | |
|--------------------------|------------|--------------|---------------|
| ➤ Standard 1: Developing | Proficient | Accomplished | Distinguished |
| ➤ Standard 2: Developing | Proficient | Accomplished | Distinguished |
| ➤ Standard 3: Developing | Proficient | Accomplished | Distinguished |
| ➤ Standard 4: Developing | Proficient | Accomplished | Distinguished |
| ➤ Standard 5: Developing | Proficient | Accomplished | Distinguished |
| ➤ Standard 6: Developing | Proficient | Accomplished | Distinguished |
| ➤ Standard 7: Developing | Proficient | Accomplished | Distinguished |

SUMMARY SCORE _____

Indicate on the number line your total score



Overall Rating, please check

Ineffective _____ Partially Effective _____ Effective _____ Highly Effective _____

Counselor Name

Counselor Signature

Date

Administrator's Signature

Date

COMMENTS: