

ADDENDUM JC

**MADERA UNIFIED SCHOOL DISTRICT
COUNSELOR EVALUATION INSTRUMENT
(Based on the California Standards for Counseling Profession)**

Name: _____

School: _____

Grade Level: _____

Assignment: _____

School Year: 20 -20

Evaluating Supervisor: _____

Date of Hire: _____

Temporary 1st Year Probationary 2nd Year Probationary Probationary "0" Tenured

COUNSELOR PERFORMANCE STANDARD RATING

D = Distinguished

S = Skilled

E = Emerging

I = Ineffective

- Ineffective ratings must include a Recommendation & Assistance statement by the evaluating supervisor

FACTORS	RATING (D, S, E, I)	COMMENTS (Use additional pages if needed)
Standard 1: Engage, Advocate for and support all Students in Learning		
The counselor will: A. Ensure all students are engaged in a system of support designed for learning and academic success		

FACTORS	RATING (D, S,E, I)	COMMENTS (Use additional pages if needed)
Standard 1 –continued-		
B. Advocate for educational opportunity, equity and access for all students		
C. Advocate for the learning and academic success of all students		
D. Identify student problems in their earliest stages and implement prevention and intervention strategies		

FACTORS	RATING (D,S, E, I)	COMMENTS (Use additional pages if needed)
Standard 2: Plan, Implement and Evaluate programs to promote Academic, Career, Personal, and Social Development of all students		
The counselor will:		
A. Demonstrate organization skills		
B. Develop outcome-based programs		
C. Assess program outcomes and analyze data		
D. Demonstrate leadership in program development		

FACTORS	RATING (D, S, E,I)	COMMENTS (Use additional pages if needed)
STANDARD 3: Utilize multiple sources of information to Monitor and Improve student Behavior and Achievement		
The Counselor will:		
A. Assess student characteristics and utilize the information		

to plan for individual student growth and achievement		
B. Interpret and use student assessment data with students and parents/guardians in developing personal, academic, and career plans		
C. Monitor student personal, academic, and career progress		

FACTORS	RATING (D, S, E,I)	COMMENTS (Use additional pages if needed)
STANDARD 4: Collaborate and Coordinate with School and Community resources		
The counselor will:		
A. Build and maintain student support teams for student achievement		
B. Provide consultation and education for teachers and parents		
C. Develop working relationships within the school that include school staff members, parents, and community members		
D. Coordinate support from community agencies		

FACTORS	RATING (D, S, E,I)	COMMENTS (Use additional pages if needed)
STANDARD 5: Promote and Maintain a Safe Learning Environment for all students		
The counselor will:		
A. Promote a positive, safe and supportive learning environment		
B. Develop and implement programs that address the personal and social risk factors of students		

C. Develop and implement programs that reduce the incidence of school site violence		
D. Incorporate models of systemic school safety that address elements of prevention, intervention, and treatment into the school system		

FACTORS	RATING (D, S, E,I)	COMMENTS (Use additional pages if needed)
STANDARD 6: Develop as a Professional School Counselor		
The counselor will:		
A. Establish professional goals and pursue opportunities to improve		
B. Model effective practices and continuous progress in school counseling		
C. Adhere to professional codes of ethics, legal mandates, and district policies		

* The overall rating for a standard will be determined by the predominate rating of the sub-standards.

Evaluator's Summary Comments
Commendations
Recommendations & Assistance

Overall Performance Evaluation

- Distinguished
- Skilled
- Emerging
- Ineffective

Probationary Counselor

- Recommended for rehire
- Not recommended for rehire
- Withhold judgment at this time

Permanent Counselor

- Referred to Peer Assistance and Review due to overall unsatisfactory

Evaluatee's Comments:
