

ORCUTT UNION SCHOOL DISTRICT

Certificated Evaluation: Counselor

Certificated Employee: _____ Informal Evaluation Formal Evaluation

School: _____ Date of Pre-Conference: _____
 Evaluator: _____ Date of Observation: _____
 Dist. Date of Checklist/Goals/Eval: _____ Date of Post-Conference: _____
 Goals are Received: _____ Date of Evaluation: _____

Status of Employee: Temporary Probationary 1 Probationary 2 Permanent

U - Unsatisfactory - Does Not Meet Standards N - Needs Improvement S - Satisfactory - Meets Standards N/A* - Not Applicable				
STANDARD I – Engage, Advocate for and Support Students in Learning	U	N	S	N/A
• Ensures students are engaged in a system of support designed for learning and academic success.				
• Advocates for educational opportunity, equity and access for students.				
• Advocates for the learning and academic success of students.				
• Identifies student problems in their earliest stages and implements prevention and intervention strategies.				
OVERALL PERFORMANCE FOR STANDARD I				
STANDARD II – Plan, Implement and Evaluate Programs to Promote Academic, Career, Personal, and Social Development of Students	U	N	S	N/A
• Demonstrates organization skills.				
• Develops outcome-based programs.				
• Assesses program outcomes and analyzes data.				
• Demonstrates leadership in program development.				
OVERALL PERFORMANCE FOR STANDARD II				
STANDARD III – Utilize Multiple Sources of Information to Monitor and Improve Student Behavior and Achievement	U	N	S	N/A
• Assesses student characteristics and utilizes the information to plan for individual student growth and achievement.				
• Interprets and uses student assessment data with students and parents/guardians in developing personal, academic, and career plans.				

*Not all elements may be observed or applied in a particular year

• Monitors student personal, academic, and career progress.				
OVERALL PERFORMANCE FOR STANDARD III				
STANDARD IV – Collaborate and Coordinate with School and Community Resources	U	N	S	N/A
• Builds and maintains student support teams for student achievement.				
• Provides consultation and education for teachers and parents.				
• Develops working relationships within the school that include school staff members, parents, and community members.				
• Coordinates support from community agencies.				
OVERALL PERFORMANCE FOR STANDARD IV				
STANDARD V – Promote and Maintain a Safe Learning Environment for Students	U	N	S	N/A
• Promotes a positive, safe, and supportive learning environment.				
• Develops and implements programs that address the personal and social risk factors of students.				
• Develops and implements programs that reduce the incidence of school site violence.				
• Incorporates models of systemic school safety that address elements of prevention, intervention, and treatment into the school system.				
OVERALL PERFORMANCE FOR STANDARD V				
STANDARD VI - Develop as a Professional School Counselor	U	N	S	N/A
• Establishes professional goals and engages in continuous, purposeful professional growth and development.				
• Models effective practices and continuous progress in school counseling.				
• Adhere to professional codes of ethics, legal mandates, and district policies.				
• Works with colleagues and the broader professional community to support teacher and student learning.				
• Works with families to support student learning.				
• Works with local communities to support student learning.				
• Balances/manages professional responsibilities to maintain motivation and commitment to students.				
OVERALL PERFORMANCE FOR STANDARD VI				

*Not all elements may be observed or applied in a particular year

Evaluation Notes:

General Professional Development:

Commendations:

Recommendations:

Evaluator's Name: _____ Title: _____

Evaluator's Signature: _____ Date: _____

Any written comment made by the evaluator shall be discussed with the employee.
It is understood that in signing this form the employee acknowledge having seen and discussed the report. The employee's signature does not necessarily imply agreement with the conclusions of the observer. If (s)he so desires, the employee may submit a written statement within 10 days that will be attached to this document and placed in their personnel file.

Employee's Signature: _____ Date: _____

Copy for Employee
Copy for Evaluator
Copy for Personnel File