

Counselor Growth Rubric

Level 4 - Meets Level 3 and extends impact of the standard

Level 3 - Addresses the standard fully

Level 2 - Occasionally addresses the standard but not at Level 3

Level 1 - Rarely or never addresses the standard

Domain I: Program Delivery

Standard 1: Plans and provides direct and indirect services to students for 80% or more time

1.1 Provides instruction in school counseling core curriculum

1.2 Provides individual student planning to assist students in educational, career, and personal goals

1.3 Provides individual and small-group counseling that promotes school success through academic, career, and personal/social development for all students

1.4 Refers students and parents to appropriate school and community resources to support student achievement and success

1.5 Provides prevention and crisis intervention strategies

Standard 2: Engages in positive interactions with students

2.1 Creates routines and expectations for students to safely voice opinions and ask questions

2.2 Communicates clearly and listens responsively to students, colleagues, parents/guardians, and other stakeholders in order to identify issues and barriers that impede student success.

2.3 Adapts communication in response to students' behavior and needs

2.4 Works appropriately closely with students to set and monitor goals and recognize success

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Domain II: Data Use

Standard 3: Uses data to support school counseling programs

- 3.1 Plans and delivers services utilizing academic performance, behavioral, and attendance data
- 3.2 Uses data to adjust programs to meet students' needs
- 3.3 Uses data to identify students' needs and school and community trends
- 3.4 Uses data from program activities to evaluate program effectiveness annually and set improvement goals

Domain III: Professional Responsibilities

Standard 4: Engages in professional learning

- 4.1 Effectively participates in appropriate professional learning based on self-analysis of strengths and areas in need of improvement
- 4.2 Applies current research and best practices to enhance student outcomes
- 4.3 Stays current on best practices, legal concerns and training through membership in professional organizations

Standard 5: Collaborates with colleagues

- 5.1 Engages with colleagues in creating a positive school culture
- 5.2 Is an active member of a professional learning community within the school/district
- 5.3 Works collaboratively with administrator(s) to promote positive student outcomes.

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Standard 6: Demonstrates high ethical standards

6.1 Acts in alignment with MS Code of Ethics and the American School Counselor Association's Ethical Standards for School Counselors

6.2 Complies with school and district regulations and timelines

6.3 Uses information and technology ethically and maintains confidentiality of students records as required by law

Domain IV: Stakeholder Involvement

Standard 7: Establishes and maintains effective communication with stakeholders

7.1 Provides clear, understandable information to parents/guardians and students to establish mutual expectations and counseling support for student success

7.2 Establishes and convenes an advisory council for the school counseling program

7.3 Effectively communicates program goals and results to stakeholders and advisory committee members to elicit feedback