Step 1
Review Growth Rubric for School Counselor’s

Step 2
Develop SMART Goals Based Upon Previous Year’s Feedback

Step 3
Collect Evidence Aligned to the Growth Rubric

Step 4
Align Collected Evidence to the Growth Rubric

Step 5
Plan/Schedule Observations Based on Evidence Collected & SMART goals

Step 6
Sort Evidence & Score Standards based on Additional Evidence Collected During Visit

Step 7
Determine one to Three High Leverage Feedback Pieces

Step 8
Plan Powerful Feedback Conversation

Step 9
Deliver Feedback Conversation

Step 10
Record Summative Score

Mississippi School Counselor Professional Growth Cycle

This process should be used at least three (3) times during a school year. At the conclusion of both opportunities for growth, the school should provide a summative score of the school counselor’s effectiveness.

Office of Educator Effectiveness
https://www.mdek12.org/OEE/Counselor