Counselor Growth Rubric-Program of Work Correlation

Domain I: Program Delivery

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

Counselor Growth Rubric	Program of Work Standards
1.1 Provides instruction in school counseling core curriculum career, and personal/social development for all student achievement and success 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	**Counseling Standards:** 1. Counseling services provide students personal growth and development training 2. Counseling services provide students with academic and career development. 3. Counseling Services are provided to Special Populations students. **Coordinating Standards:** 1. Career and technical counselors assist in coordinating the integration of academic and career and technical skills. 2. Career and technical counselors coordinate activities leading to program retention and completion. **Program Accountability Standards:** 1. Career and technical counselors maintain annual calendar of Program of Work**.** **Dropout Prevention Standards:** 1. Counselors assist and review student records focusing on low grades, poor attendance, failure to be promoted, and classroom disengagement.
1.4 Refers students and parents to appropriate school and community resources to support student	**Community & Parent Involvement Standards**: 1. Career and technical counselors serve as liaisons between the students and community resources. 2. Career and technical counselors assist students with opportunities for community service activities.
1.5 Provides prevention and crisis intervention strategies	**Emergency Response Management Standards:** 1. Career and technical counselors comply with response management as outlined in the Mississippi School Counseling Curriculum Framework. 2. Career and technical counselors participate in crisis/emergency response training.

Standard 2: Engages in positive interactions with students

2.1 Creates routines and expectations for students to safely voice opinions and ask questions	**Counseling Standards:** 1. Counseling services provide students personal growth and development training 2. Counseling services provide students with academic and career development. 3. Counseling Services are provided to Special Populations students. 4. Career and technical counselors provide placement information to students.
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	**Counseling Standards:** 1. Counseling services provide students personal growth and development training 2. Counseling services provide students with academic and career development. 3. Counseling Services are provided to Special Populations students. 4. Career and technical counselors provide placement information to students. **Professional Development Standards:** 1. Career and technical counselors participate in professional growth opportunities. 2. Career and technical counselors continually update technical and career and technical knowledge and skills.
2.3 Adapts communication in response to students' behavior and needs	**Counseling Standards:** 1. Counseling services provide students personal growth and development training 2. Counseling services provide students with academic and career development. 3. Counseling Services are provided to Special Populations students. 4. Career and technical counselors provide placement information to students. **Dropout Prevention Standards:** 1. Counselors assist and review student records focusing on low grades, poor attendance, failure to be promoted, and classroom disengagement.
2.4 Works appropriately closely with students to set and monitor goals and recognize success	**Counseling Standards:** 1. Counseling services provide students personal growth and development training 2. Counseling services provide students with academic and career development. 3. Counseling Services are provided to Special Populations students. 4. Career and technical counselors provide placement information to students. **Dropout Prevention Standards:** 1. Counselors assist and review student records focusing on low grades, poor attendance, failure to be promoted, and classroom disengagement.

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	**Counseling Standards:** 1. Counseling services provide students personal growth and development training 2. Counseling services provide students with academic and career development. 3. Counseling Services are provided to Special Populations students. 4. Career and technical counselors provide placement information to students. **Coordinating Standards:** 1. Career and technical counselors assist in coordinating the integration of academic and career and technical skills. 2. Career and technical counselors coordinate activities leading to program retention and completion. **Program Accountability Standards:** 1. Career and technical counselors maintain annual calendar of Program of Work. **Dropout Prevention Standards:** 1. Counselors assist and review student records focusing on low grades, poor attendance, failure to be promoted, and classroom disengagement.
3.2 Uses data to adjust programs to meet students' needs	**Counseling Standards:** 1. Counseling services provide students personal growth and development training 2. Counseling services provide students with academic and career development. 3. Counseling Services are provided to Special Populations students. 4. Career and technical counselors provide placement information to students. **Coordinating Standards:** 1. Career and technical counselors assist in coordinating the integration of academic and career and technical skills. 2. Career and technical counselors coordinate activities leading to program retention and completion. **Dropout Prevention Standards:** 1. Counselors assist and review student records focusing on low grades, poor attendance, failure to be promoted, and classroom disengagement.
3.3 Uses data to identify students' needs and school and community trends	**Counseling Standards:** 1. Counseling services provide students personal growth and development training 2. Counseling services provide students with academic and career development. 3. Counseling Services are provided to Special

	Populations students.
	4. Career and technical counselors provide placement information to students.
	Consulting & Coordinating Standards:
	1. Career and technical counselors assist in coordinating the integration of academic and career and technical skills.
	2. Career and technical counselors coordinate activities leading to program retention and completion.
	Dropout Prevention Standards:
	1. Counselors assist and review student records focusing on low grades, poor attendance, failure to be promoted, and classroom disengagement.
3.4 Uses data from program activities to evaluate program effectiveness annually and set improvement goals	**Counseling Standards:**
	1. Counseling services provide students personal growth and development training
	2. Counseling services provide students with academic and career development.
	3. Counseling Services are provided to Special Populations students.
	4. Career and technical counselors provide placement information to students.
	Consulting & Coordinating Standards:
	1. Career and technical counselors assist in coordinating the integration of academic and career and technical skills.
	2. Career and technical counselors coordinate activities leading to program retention and completion.
	Program Accountability Standards:
	3. Career and technical counselors maintain annual calendar of Program of Work**.**
	Dropout Prevention Standards:
	1. Counselors assist and review student records focusing on low grades, poor attendance, failure to be promoted, and classroom disengagement.

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	**Professional Development Standards:** 1. Career and technical counselors participate in professional growth opportunities. 2. Career and technical counselors continually update technical and career and technical knowledge and skills.
4.2 Applies current research and best practices to enhance student outcomes	**Professional Development Standards:** 1. Career and technical counselors participate in professional growth opportunities. 2. Career and technical counselors continually update technical and career and technical knowledge and skills.
4.3 Stays current on best practices, legal concerns and training through membership in professional organizations	**Professional Development Standards:** 1. Career and technical counselors participate in professional growth opportunities. 2. Career and technical counselors continually update technical and career and technical knowledge and skills.

Standard 5: Collaborates with colleagues

5.1 Engages with colleagues in creating a positive school culture	**Community & Parent Involvement Standards:** 3. Career and technical counselors assist CTE instructors with job shadowing activities. 4. Career and technical counselors support and assist instructional staff in planning field trips to local/regional business and industry sites.
5.2 Is an active member of a professional learning community within the school/district	**Community & Parent Involvement Standards:** 3. Career and technical counselors assist CTE instructors with job shadowing activities. 4. Career and technical counselors support and assist instructional staff in planning field trips to local/regional business and industry sites. **Consulting & Coordinating Standards:** 3. Career and technical counselors provide consultation to teaching and other professional staff. **Appraisal Standards:** 1. Career and technical counselors assist with state mandated career and technical tests. **Program Accountability Standards:** 2. Career and technical counselors support components of the Every Student Succeeds Act and the Carl Perkins Act of 2006.
5.3 Works collaboratively with administrator(s) to promote positive student outcomes	**Community & Parent Involvement Standards:** 3. Career and technical counselors assist CTE instructors with job shadowing activities. 4. Career and technical counselors support and assist instructional staff in planning field trips to local/regional business and industry sites.

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	**Program Accountability Standards:** 1. Career and technical counselors maintain annual calendar of Program of Work**.** 2. Career and technical counselors support components of the Every Student Succeeds Act and the Carl Perkins Act of 2006. **Professional Development Standards:** 1. Career and technical counselors participate in professional growth opportunities. **Emergency Response Management Standards:** 1. Career and technical counselors comply with response management as outlined in the Mississippi School Counseling Curriculum Framework.
6.2 Complies with school and district regulations and timelines	**Program Accountability Standards:** 1. Career and technical counselors maintain annual calendar of Program of Work**.** 2. Career and technical counselors support components of the Every Student Succeeds Act and the Carl Perkins Act of 2006. **Consulting & Coordinating Standards:** 4 Career and technical counselors work with and assist in district and OVTE Compliance and Reporting. **Appraisal Standards:** 1. Career and technical counselors assist with state mandated career and technical tests.
6.3 Uses information and technology ethically and maintains confidentiality of students records as required by law	**Program Accountability Standards:** 1. Career and technical counselors maintain annual calendar of Program of Work**.** 2. Career and technical counselors support components of the Every Student Succeeds Act and the Carl Perkins Act of 2006. 3. Career and technical counselors maintain student information and record keeping.

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	**Recruitment Standards:** 1. Career and technical counselors establish a public relations plan and strengthen the public's knowledge of CTE events and activities. 2. Career and technical counselors provide students with career and technical information. 3. Career and technical counselors keep parents informed of new trends in career and technical education. **Community & Parent Involvement Standards:** 5 Career and technical counselors strengthen parent involvement in career and technical programs.
7.2 Establishes and convenes an advisory council for the school counseling program	**Recruitment Standards:** 1. Career and technical counselors establish a public relations plan and strengthen the public's knowledge of CTE events and activities. 2. Career and technical counselors provide students with career and technical information. 3. Career and technical counselors keep parents informed of new trends in career and technical education. **Community & Parent Involvement Standards:** 1. Career and technical counselors serve as liaisons between the students and community resources. 5 Career and technical counselors strengthen parent involvement in career and technical programs.
7.3 Effectively communicates program goals and results to stakeholders and advisory committee members to elicit feedback	**Recruitment Standards:** 1. Career and technical counselors establish a public relations plan and strengthen the public's knowledge of CTE events and activities. 2. Career and technical counselors provide students with career and technical information. 3. Career and technical counselors keep parents informed of new trends in career and technical education. **Community & Parent Involvement Standards:** 5 Career and technical counselors strengthen parent involvement in career and technical programs.