

COUNSELOR GROWTH RUBRIC Evidence Collection Sheet

NOTE: Enter the ratings for each standard into the spreadsheet located in your district's SharePoint folder. See Counselor Growth Rubric for detail explanation of ratings.

LEGEND

- 1** = Not acceptable performance as a school counselor
- 2** = A beginning school counselor or a counselor in need of focused professional development
- 3** = Performance as a school counselor consistently meets expectations
- 4** = Performance as a school counselor is exemplary

Counselor Name	Grade Levels	Time of Day
Date of Pre-Observation Meeting	Date of Observation	Date of Post-Observation Meeting
District & School	Observer Name or Signature	
Informal Observation	Formal Observation	Summative Observation
<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5	<input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3	<input type="checkbox"/> 1

Standard	Collection of Evidence (Description)	Rating (1-4)
DOMAIN I: PROGRAM DELIVERY		
1. Plans and provides direct and indirect services to students for 80% of the time.		
2. Engages in positive interactions with students.		
DOMAIN II: DATA USE		
3. Plans and delivers services utilizing academic performance, behavioral, and attendance data.		

Standard	Collection of Evidence (Description)	Rating (1-4)
DOMAIN III: STAFF DEVELOPMENT		
4. Engages in professional learning.		
5. Collaborates with colleagues.		
6. Demonstrates high ethical standards.		
DOMAIN IV: STAKEHOLDER INVOLVEMENT		
7. Establishes and mains effective communication with stakeholders.		

STRENGTHS

AREAS OF IMPROVEMENT