

# Las Virgenes Unified School District

## SCHOOL COUNSELOR PERFORMANCE EVALUATION

NAME: \_\_\_\_\_ DATE: \_\_\_\_\_

POSITION: \_\_\_\_\_ SCHOOL: \_\_\_\_\_

OBSERVATION DATES: \_\_\_\_\_

CONFERENCE DATES: \_\_\_\_\_

STATUS:    Temporary ☐            Probationary (1 YR.) ☐            Probationary (2 YR.) ☐            Permanent ☐

4. EXEMPLARY- EXCEEDS STANDARDS

3. SATISFACTORY - MEETS STANDARDS

2. NEEDS IMPROVEMENT (Evaluator Statement Required)

1. UNSATISFACTORY - DOES NOT MEET STANDARDS (Evaluator Statement Required)

<b>I. SUPPORT FOR STUDENT LEARNING</b>	4	3	2	1
A. Engages with, advocates for, and provides support for all students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Plans, implements, and evaluates programs to promote the academic, career, personal and social development of all students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Uses multiple sources of information to monitor, modify support and improve students' achievement and behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Conducts individualized review of the academic records of students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Identifies students who are at risk of not graduating/culminating and assists as necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Identifies students at risk of failing and works with them to make progress and improve	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVALUATOR'S COMMENTS:

<b>II. COMMUNICATION AND COLLABORATION</b>	4	3	2	1
A. Collaborates and coordinates with the school and community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Collaborates with teachers and administration on issues related to student academic and social success and coordinates interventions as necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Coordinates with colleagues to ensure appropriate communication to facilitate counseling goals	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Coordinates and communicates clearly in a positive and effective manner with parents/guardians, students and community as necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVALUATOR'S COMMENTS:

<b>III. STUDENT LEARNING ENVIROMENT</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
A. Promotes and maintains a safe learning environment for all students by providing positive behavior interventions and support services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Intervenes to help address chronic absences and tardies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Creates and supports a postive learning environment by using research-based strategies to reduce stigma, conflict, pupil-to-pupil mistreatment, and bullying	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Implements strategies to enhance students' social and emotional competence, character, health, civic engagement, cultural literacy, and commitment to lifelong learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Provides counseling interventions and support services for students classified as ELL, eligible for free and reduced meals, or foster youth, as necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Meets with students to provide personal and social counseling for the goal of promoting the development of academic abilities and college, careers, vocational, and social skills, as necessary	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
G. Encourages parental/guardian involvement in students' immediate and long-range educational planning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVALUATOR'S COMMENTS:

<b>IV. CONTINUED PROFESSIONAL DEVELOPMENT AS A SCHOOL COUNSELOR</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
A. Engages in continued development as a professional school counselor to remain current with academic, career, and social needs of students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVALUATOR'S COMMENTS:

<b>V. ACADEMIC AND CAREER COUNSELING (Secondary only)</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>
A. Assists with academic planning for access to success in higher education programs, including standardized tests and financial aid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
B. Counsels students by identifying personal interests and skills to assist their pursuit of post secondary education, career technical education, multiple pathways, college and/or global career opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
C. Fosters the value of participating in career technical education and work-based learning activities such as service learning, ROP and job shadowing	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
D. Understands and communicates to students and parents the variety of four-year universities and community college programs, admission criteria, and enrollment procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
E. Stays current on college admission trends to ensure students have maximum opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
F. Meets individually with students, if necessary with parents/guardians, to discuss academics, educational progress for completion of high school, and opportunities for post secondary education or careers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

EVALUATOR'S COMMENTS:

**Re-Employment Recommendation**

☐ Retain

☐ Improvement Plan

☐ Release

Signature Evaluator: \_\_\_\_\_

Date:

This report has been discussed with me in conference with the evaluator. An opportunity has been extended to me to append comments regarding this evaluation. A SIGNATURE ON THIS EVALUATION DOES NOT NECESSARILY SIGNIFY AGREEMENT WITH THE EVALUATION.

Signature Evaluatee: \_\_\_\_\_

Date: