

Weiser School District

Summative Evaluation Form for *Counselors*



Name _____ Years in the district _____ School _____

Grade Levels Served

Overall Level of Performance for this evaluation

Overall Levels of Performance

- Unsatisfactory
- Basic
- Proficient
- Distinguished

Descriptions for the levels of performance are based on Enhancing Professional Practice: A Framework for Teaching, 2nd Ed., by Charlotte Danielson.

Was parent/guardian input considered in this evaluation?

How was parent/guardian input collected?

Is this counselor currently on an improvement plan?

Counselors on an administrative improvement plan at the time of this evaluation will be reported as Basic overall. Counselors on probation (IC 33-515) at the time of this evaluation will be reported as Unsatisfactory overall.

Were at least two observations used for this evaluation? Observation #1 Observation #2

DOMAIN 1: PLANNING AND PREPARATION

Performance Level

- 1a. Demonstrating Knowledge of Counseling Theory and Techniques
- 1b. Demonstrating Knowledge of Child and Adolescent Development
- 1c. Setting Goals for the Counseling Program
- 1d. Demonstrating Knowledge of State/Federal Regulations and Resources
- 1e. Planning the Program Integrated with the Regular School Program
- 1f. Developing a Plan to Evaluate the Counseling Program

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Overall Level of Performance for Domain 1:
Planning and Preparation

Comments regarding Planning and Preparation

DOMAIN 2: THE ENVIRONMENT

Performance Level

- 2a. Creating an Environment of Respect and Rapport
- 2b. Establishing a Culture for Productive Communication
- 2c. Managing Routines and Procedures
- 2d. Establishing Stds of Conduct, Contributing to the Culture of Student Behavior
- 2e. Organizing Physical Space

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Overall Level of Performance for Domain 2:
The Classroom Environment

Comments regarding The Environment

DOMAIN 3: DELIVERY OF SERVICE

Performance Level

- 3a. Assessing Student Needs
- 3b. Assisting Students in Formulation of Academic, Social, and Career Plans
- 3c. Using Counseling Techniques Individually and in Classrooms
- 3d. Brokering Resources to Meet Needs
- 3e. Demonstrating Flexibility and Responsiveness

Overall Level of
Performance for Domain 3:

Delivery of Service

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Comments regarding Delivery of Service

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DOMAIN 4: PROFESSIONAL RESPONSIBILITIES

Performance Level

- 4a. Reflecting on Practice
- 4b. Maintaining Accurate Records and Submitting Timely Reports
- 4c. Communicating with Families
- 4d. Participating in a Professional Community
- 4e. Engaging in Professional Development
- 4f. Showing Professionalism

Overall Level of
Performance for Domain 4:

Professional
Responsibilities

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Comments regarding Professional Responsibilities

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Objective Measures of Student Achievement or Growth

Description of Achievement or
Growth Target #1

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Level of Performance: Achievement or Growth Target #1

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Description of Achievement or
Growth Target #2

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Level of Performance: Achievement or Growth Target #2

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The Idaho State Board of Education requires that there be a minimum of one (1) written evaluation in each of the annual contract years of employment for all certificated employees and that the evaluation be completed no later than June 1st of each year. IDAPA rules (08.02.02.120.02 and 03 also specify that 67% of the evaluation results be based on professional practice aligned with the Charlotte Danielson Framework for Teaching, 2nd Edition. The measures included in the professional practice portion of the evaluation shall include a minimum of two (2) documented observations annually, with at least one (1) observation completed before January 1 of each year. Thirty three percent (33%) of the evaluation must include multiple measures of growth in student achievement, including achievement as measured by Idaho's statewide assessment for federal accountability using current year, past years, or multiple years of data.

Evaluator: _____

Signature: _____

Date Reviewed

Counselor: _____

Signature: _____

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