



School Counselor Performance Evaluation

Employee's Name _____

Work Location _____

Evaluator's Name / Position _____

Date _____

H = Highly Effective E = Effective M = Minimally Effective I = Ineffective

Domain 1 - School Counselors: Planning and Preparation		H	E	M	I
1a	Demonstrating Knowledge of School Counseling Theory	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1b	Demonstrating Knowledge of Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1c	Establishing Counseling Outcomes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1d	Demonstrating Knowledge of Resources	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1e	Designing a Coherent Counseling Program	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1f	Designing Program Assessment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 1 Scores		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Comments

Domain 2 - School Counselors: The Environment		H	E	M	I
2a	Creating an Environment of Respect and Rapport	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2b	Establishing a Culture for Learning	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2c	Managing Routines and Procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2d	Managing Student Behavior	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2e	Organizing Physical Space	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 2 Scores		<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Comments



School Counselor Performance Evaluation

Domain 3 - School Counselors: Delivery of Services		H	E	M	I
3a	Communicating with Students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3b	Using Appropriate Counseling Techniques	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3c	Engaging Students in the Formulation of Current and Future Plans	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3d	Assessing Student Needs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3e	Implementing Responsive Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 3 Scores					

Comments

Domain 4 - School Counselors: Professional Responsibilities		H	E	M	I
4a	Reflecting on Practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4b	Maintaining Accurate Records and Using Appropriate Data to Guide Practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4c	Communicating with Families, Staff and Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4d	Participating in the Professional Community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4e	Growing and Developing Professionally	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4f	Showing Professionalism	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Domain 4 Scores					

Comments



School Counselor Performance Evaluation

School Counselor Performance Summative Evaluation

		Section Scores
Domain 1 - School Counselors: Planning and Preparation		
Domain 2 - School Counselors: The Environment		
Domain 3 - School Counselors: Delivery of Services		
Domain 4 - School Counselors: Professional Responsibilities		
		TOTAL SCORE
		AVERAGE SCORE

Overall Rating	Highly Effective	Effective	Minimally Effective	Ineffective
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Overall Performance Comments by Evaluator:

Comments by School Counselor:

Signature of Evaluator

Date

I have reviewed this evaluation with my supervisor and have a copy for my files.

Signature of School Counselor

Date