



**School Counselor Performance Standards**  
**Fall Planning/Self-Assessment**

Name: \_\_\_\_\_

Date: \_\_\_\_\_

Strengths	Areas for Growth
	<p><b>Standard 1: Plan, organize and deliver the Comprehensive School Guidance and Counseling Program with effective interpersonal relations.</b></p> <p>1.1 Program has been written to meet the needs of the school.</p> <p>1.2 The professional school counselor demonstrates effective interpersonal relations with students, staff, and parents/guardians.</p>
	<p><b>Standard 2: The professional school counselor implements the Guidance Curriculum through the use of effective instructional skills and careful planning of structured group sessions for all students.</b></p> <p>2.1 The professional school counselor teaches guidance units effectively.</p> <p>2.2 The professional school counselor develops materials and instructional strategies to meet student outcomes and school goals</p> <p>2.3 The professional school counselor encourages staff involvement to insure the effective implementation of the guidance curriculum.</p>

## APPENDIX G

	<p><b>Standard 3: The Professional school counselor implements the Individual Planning Component by guiding individuals and groups of students and their parents through the development of educational and career plans.</b></p> <p>3.1 The professional school counselor, in collaboration with parents, helps students establish goals and develop and use planning skills.</p> <p>3.2 The professional school counselor demonstrates accurate and appropriate interpretation of assessment data and the presentation of relevant, unbiased information.</p>	
	<p><b>Standard 4: The professional school counselor provides responsive services through the effective use of individual and small group counseling, consultation and referral skills.</b></p> <p>4.1 The professional school counselor counsels individual students and small groups of students with identified needs/concerns.</p> <p>4.2 The professional school counselor consults effectively with parents, teachers, administrators and other relevant individuals.</p> <p>4.3 The professional school counselor implements an effective referral process with administrators, teachers, and other school personnel.</p>	
	<p><b>Standard 5: The professional school counselor provides systems support through effective guidance program management and support for other educational programs.</b></p> <p>5.1 The professional school counselor provides a comprehensive and balanced guidance program in collaboration with school staff.</p> <p>5.2 The professional school counselor provides support for other school programs.</p>	

	<p><b>Standard 6: The professional school counselor has discussed the counseling department management system and the program action plans with the school administrator.</b></p> <p>6.1 The professional school counselor has discussed the qualities of the counselor management system with the other members of the counseling staff and has agreement.</p> <p>6.2 The professional school counselor has discussed the program results which will be obtained on the action plans for the school year.</p>	
	<p><b>Standard 7: The professional school uses data as a guide to program direction and emphasis.</b></p> <p>7.1 The professional school counselor uses school data to make decisions regarding student choice of classes and special program.</p> <p>7.2 The professional school counselor uses data from the counseling program to make decisions regarding revisions to the program.</p> <p>7.3 The professional school counselor analyzes data to ensure every student has equity and access to a rigorous academic curriculum.*</p> <p>7.4 The professional school counselor understands and uses data to establish goals and activities to close identified gaps.*</p>	
	<p><b>Standard 8: The professional school counselor monitors the students on a regular basis as they progress in school.</b></p> <p>8.1 The professional school counselor is accountable for monitoring the progress of every student.</p> <p>8.2 The professional school counselor implements monitoring activities appropriate to their own school.</p> <p>8.3 The professional school counselor develops appropriate interventions for students as needed and monitors their progress.</p>	

	<p><b>Standard 9: The professional school counselor implements the Master Calendar/time component to have an efficiently run program.</b></p> <p>9.1 The professional school counselor uses a master calendar to plan activities through the year.</p> <p>9.2 The professional school counselor distributes the master calendar to parents, staff, and students.</p> <p>9.3 The professional school counselor posts a weekly/monthly calendar.</p> <p>9.4 The professional school counselor analyzes their time spent in each of the four areas of the management system to achieve a healthy balance.</p>	
	<p><b>Standard 10: The professional school counselor has developed a results evaluation for the program.</b></p> <p>10.1 The professional school counselor includes every student in the results.</p> <p>10.2 The professional school counselor works with members of the guidance and counseling team and with the principal to formulate the desired results.</p> <p>10.3 The professional school counselor knows how to collect process data.</p>	
	<p><b>Standard 11: The professional school counselor conducts a yearly program audit.</b></p> <p>11.1 The professional school counselor provides a yearly program audit which includes the results of all the program components.</p> <p>11.2 The professional school counselor shares the results of the program audit with the advisory council.</p> <p>11.3 The professional school counselor uses the yearly audit to make changes in the school guidance and counseling program and calendar for the following year.</p>	

	<p><b>Standard 12: The professional school counselor is responsible for establishing and convening a school Advisory Council for the Comprehensive School Guidance and Counseling Program.</b></p> <p>12.1 The professional school counselor has met with the advisory committee.</p> <p>12.2 The professional school counselor has reviewed the guidance program audit with the council.</p> <p>12.3 The professional school counselor keeps a record of meeting information.</p>	
	<p><b>Standard 13: The professional school counselor is a student advocate, leader, collaborator and a systems change agent.*</b></p> <p>13.1 The professional school counselor promotes academic success of every student.</p> <p>13.2 The professional school counselor promotes equity and access for every student.</p> <p>13.3 The professional school counselor takes a leadership role within the counseling department, the school setting, and the community.</p> <p>13.4 The professional school counselor understands reform issues and works to identify and close gaps.</p> <p>13.5 The professional school counselor collaborates with teachers, parents and the community to promote academic success of students.</p> <p>13.6 The professional school counselor builds effective teams by encouraging collaboration among all school staff.</p> <p>13.7 The professional school counselor uses data to recommend systematic change in policy and procedures that limit or inhibit academic achievement.</p>	

Evaluatee's Signature

Evaluator's Signature

Date