



School Counselor Evaluation Supplement 2019

Executive Summary

While the work of the school counselor is much like that of other education professionals, some distinct differences exist. The Evaluation Supplement is not meant to supplant the Iowa Teaching Standards, as Iowa Code requires the school counselor to be evaluated on those eight standards. However, it is meant to support the administrator and the counselor through the evaluation process and designed to be a reflective tool to support individual professional growth.

This summary document provides a high-level overview of the crosswalk between the Iowa Teaching Standards and American School Counselor Association (ASCA) School Counselor Standards. In the full Evaluation Supplement, you will find more detailed information as well as a section devoted to each of the eight teaching standards and criteria crosswalked with the ASCA School Counselor Professional Standards and Competencies.

The Evaluation Supplement demonstrates how the teaching standards may be applied to the unique work of the school counselor as he/she implements a comprehensive school counseling program. As Iowa Administrative Rule states “School counseling program’ means an articulated, sequential kindergarten through grade 12 program that is comprehensive in scope, preventive in design, developmental in nature, driven by data, and integral to the school district’s curricula and instructional program.”

Our recommendation is that the school counselor and administrator review the rubrics and together determine a level of performance for each of the standards. These levels can then be used as a framework for discussion to complete the district required forms with examples and documentation from this supplement. These rubrics will not only serve to clearly articulate the work of the school counselor, but also to provide a roadmap to continuous improvement for the school counselor as a professional.

For more information including the full Evaluation Supplement visit:
www.iowaschoolcounselors.org/Evaluation-Supplement.

“This evaluation supplement will be helpful for both school counselors and administrators as they collaborate to support the professional growth of school counselors in leveraging the unique skills counselors bring to serve students.”

– Dr. Ryan Wise,
Director, Iowa Department
of Education



The mission of the Iowa School Counselor Association is to advance the academic, career and social-emotional development of all students through excellence in school counseling.

Standard 1: Student Achievement

Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.

ASCA School Counselor Professional Standards

- Demonstrate leadership through the development and implementation of a comprehensive school counseling program – *B-PF7*
- Create systemic change through the implementation of a comprehensive school counseling program – *B-PF9*
- Create school counseling program beliefs, vision and mission statements aligned with the school and district – *B-PE1*

Standard 2: Content Knowledge

Demonstrates competence in content knowledge appropriate to the teaching position.

ASCA School Counselor Professional Standards

- Apply developmental, learning, counseling and education theories – *B-PF 1*
- Use *ASCA Mindsets & Behaviors for Student Success* standards to inform the implementation of a comprehensive school counseling program – *B-PF 5*
- Provide appraisal and advisement in large-group, classroom, small-group and individual settings – *B-SS 2*

Standard 3: Planning

Demonstrates competence in planning and preparing for instruction.

ASCA School Counselor Professional Standards

- Design and implement instruction aligned to the *ASCA Mindsets & Behaviors for Student Success* in large-group, classroom, small group and individual settings – *B-SS 1*
- Develop and implement action plans aligned with program goals and student data – *B-PE4*

Standard 4: Diverse Learners

Uses strategies to deliver instruction that meets the multiple learning needs of students.

ASCA School Counselor Professional Standards

- Understanding of the impact of cultural, social and environmental influences on student success and opportunities – *B-PF6*
- Provide short-term counseling in small-group and individual settings – *B-SS 3*

Standard 5: Assessment

Uses a variety of methods to monitor student learning.

ASCA School Counselor Professional Standards

- Identify gaps in achievement, attendance, discipline, opportunity, and resources – *B-PE 2*
- Develop school counseling program goals based on student data – *B-PE 3*

Standard 6: Classroom Management

Demonstrates competence in classroom management.

ASCA School Counselor Professional Standards

- Evaluate and report program results to the school community – *B-PE 5*
- Use time appropriately according to national recommendations and student/school data – *B-PE 6*

Standard 7: Professional Growth

Engages in professional growth.

ASCA School Counselor Professional Standards

- Apply school counseling professional standards and competencies – *B-PF 4*
- Establish agreement with the principal and other administrators about the comprehensive school counseling program – *B-PE 7*
- Establish and convene an advisory council for the comprehensive school counseling program – *B-PE 8*

Standard 8: Professional Responsibilities

Fulfills professional responsibilities established by the school district.

ASCA School Counselor Professional Standards

- Demonstrate understanding of educational systems, legal issues, policies, research and trends in Education – *B-PF 2*
- Apply legal and ethical principles of the school counseling profession – *B-PF 3*
- Demonstrate advocacy in a comprehensive school counseling program – *B-PF 8*
- Make referrals to appropriate school and community resources – *B-SS 4*
- Consult to support student achievement and success – *B-SS 5*
- Collaborate with families, teachers, administrators, other school staff and education stakeholders for student achievement and success – *B-SS 6*
- Use appropriate school counselor performance appraisal process – *B-PE 9*