

RBB School Counselor

1. Academic Achievement

Number of Competencies: 6

Domain Description: School Counselors utilize data, knowledge of current trends, and standards to impact and support

1.1. Competency

The school counselor utilizes data to monitor student achievement and works collaboratively with stakeholders to enhance student success.

Highly Effective

Effective

Improvement Necessary

Ineffective

-The school counselor effectively utilizes data to monitor student achievement and works collaboratively with stakeholders to enhance student success. school counselor does not monitor academic achievement.

-The school counselor monitors student achievement and sometimes utilizes the data to enhance student success through collaboration.

-The school counselor monitors student achievement but does not utilize the data to enhance student success.

-The school counselor does not monitor academic achievement.

1.2. Competency

The school counselors demonstrates knowledge of current trends in student development and academic achievement.

Highly Effective

Effective

Improvement Necessary

Ineffective

-The school counselor regularly engages in professional development (e.g., attends relevant conferences, webinars, courses, in-services, reads professional journals, etc.) and incorporates new knowledge in her/his daily work.

-The school counselor regularly engages in professional development.

-The school counselor sporadically engages in professional development.

-The school counselor does not engage in professional development.

1. Academic Achievement

Number of Competencies: 6

Domain Description: School Counselors utilize data, knowledge of current trends, and standards to impact and support

1.3. Competency

The school counselor supports all students in making decisions, setting goals and taking appropriate action to achieve goals.

Highly Effective

-The school counselor encourages all students in using a decision-making/problem solving model and in developing effective coping skills for dealing with problems. The counselor assists all students in identifying short-term and long-term goals and in developing appropriate action plans.

Effective

-The school counselor generally encourages students in using a decision-making/problem solving model and in developing effective coping skills for dealing with problems. The counselor rarely assists The school counselor generally encourages students in using a decision-making/problem solving model and in developing effective coping skills for dealing with problems. The counselor assists some students in identifying short-term and long-term goals and in developing appropriate action plans.in identifying short-term and long-term goals or in developing appropriate action plans.

Improvement Necessary

-The school counselor rarely encourages students in using a decision-making/problem solving model and in developing effective coping skills for dealing with problems. The counselor rarely assists students in identifying short-term and long-term goals or in developing appropriate action plans.

Ineffective

-The school counselor does not encourage students in using a decision-making/problem solving model and in developing effective coping skills for dealing with problems. The counselor does not assist students in identifying short-term and long-term goals or in developing appropriate action plans.

1.4. Competency

The school counselor engages all students in problem solving, critical thinking, and other activities.

Highly Effective

-The school counselor consistently provides opportunities and support for all students to engage in problem solving and in investigating and analyzing concepts and questions.

Effective

-The school counselor generally provides opportunities and support for students to The school counselor regularly provides opportunities and support for students to engage in problem solving and in investigating and analyzing concepts and questions.in problem solving and in investigating and analyzing concepts and questions.

Improvement Necessary

-The school counselor rarely provides opportunities and support for students to engage in problem solving and in investigating and analyzing concepts and questions.

Ineffective

-The school counselor does not provide opportunities and support for students to engage in problem solving and in investigating and analyzing concepts and questions.

1. Academic Achievement

Number of Competencies: 6

Domain Description: School Counselors utilize data, knowledge of current trends, and standards to impact and support

1.5. Competency

The school counselor utilizes and sequences guidance activities and materials to impact all students' academic achievement.

Highly Effective

-Guidance activities and materials are appropriate for students, designed to make content and concepts relevant, and engage all students in appropriate decision making. Activities are logically sequenced within individual lessons.

Effective

-Guidance activities and materials are generally appropriate for students, designed to make content and concepts relevant, and engage most students in appropriate decision making. The majority of activities are logically sequenced within individual lessons.

Improvement Necessary

-Guidance activities and materials are partially appropriate for students and engage some students in appropriate decision making. Some activities are logically sequenced within individual lessons.

Ineffective

-Guidance activities and materials are not appropriate for students and do not engage students in appropriate decision making. Activities are not logically sequenced within individual lessons.

1.6. Competency

The school counselor supports all students in developmentally appropriate academic preparation essential for a wide variety of post-secondary options.

Highly Effective

-The school counselor consistently guides all students in establishing challenging academic goals and understanding assessment results. The counselor assists all students in applying knowledge of aptitudes and interests to goal setting and identification of postsecondary options consistent with students' interests and abilities.

Effective

-The school counselor generally guides students in establishing challenging academic goals and understanding assessment results. The counselor assists some students in applying knowledge of aptitudes and interests to goal setting and identification of postsecondary options consistent with students' interests and abilities.

Improvement Necessary

-The school counselor rarely guides students in establishing challenging academic goals and understanding assessment results. The counselor rarely assists students in applying knowledge of aptitudes and interests to goal setting and identification of postsecondary options consistent with students' interests and abilities.

Ineffective

-The school counselor does not support students in academic preparation essential for a wide variety of post-secondary options.

2. Student Assistance Services

Number of Competencies: 4

Domain Description: School counselors assist students in developing attitudes, knowledge, and interpersonal skills necessary for lifelong learning through effective programming and collaboration.

2.1. Competency

The school counselor assists all students in acquiring the attitudes, knowledge and interpersonal skills to help them understand and respect self and others.

Highly Effective

-The school counselor consistently encourages students to acquire the attitudes, knowledge or interpersonal skills so that they can understand and respect self and others and effectively models appropriate behaviors.

Effective

-The school counselor often encourages students to acquire the attitudes, knowledge or interpersonal skills so that they can understand and respect self and others and models appropriate behaviors.

Improvement
Necessary

-The school counselor rarely encourages students to acquire the attitudes, knowledge or interpersonal skills so that they can understand and respect self and others and rarely models appropriate behaviors.

Ineffective

-The school counselor does not encourage students to acquire the attitudes, knowledge or interpersonal skills so that they can understand and respect self and others and does not model appropriate behaviors.

2.2. Competency

The school counselor facilitates all students' understanding of safety and survival skills and implements prevention programming to support students' healthy physical, social, emotional, and academic development including stakeholder collaboration.

Highly Effective

-The school counselor consistently explains the students' right to a safe and secure school environment, help students to differentiate situations that require peer support, adult assistance and professional help, help students to identify school and community resources, or implement any prevention programming for students.

Effective

-The school counselor often explains the students' right to a safe and secure school environment, help students to differentiate situations that require peer support, adult assistance and professional help, help students to identify school and community resources, or implement any prevention programming for students.

Improvement
Necessary

-The school counselor rarely explains the students' right to a safe and secure school environment, help students to differentiate situations that require peer support, adult assistance and professional help, help students to identify school and community resources, or implement any prevention programming for students.

Ineffective

-The school counselor does not explain the students' right to a safe and secure school environment, help students to differentiate situations that require peer support, adult assistance and professional help, help students to identify school and community resources, or implement any prevention programming for students.

2. Student Assistance Services

Number of Competencies: 4

Domain Description: School counselors assist students in developing attitudes, knowledge, and interpersonal skills necessary for lifelong learning through effective programming and collaboration.

2.3. Competency

The school counselor provides individual counseling, group counseling, classroom guidance, consultation, crisis intervention, and referrals.

Highly Effective

-The school counselor consistently addresses the diverse needs of students by providing individual counseling, group counseling, classroom guidance, consultation, crisis intervention, and referrals as appropriate.

Effective

-The school counselor often addresses the diverse needs of students by providing individual counseling, group counseling, classroom guidance, consultation, crisis intervention, and referrals as appropriate.

Improvement
Necessary

-The school counselor rarely addresses the diverse needs of students by providing individual counseling, group counseling, classroom guidance, consultation, crisis intervention, and referrals as appropriate

Ineffective

-The school counselor does not provide individual counseling, group counseling, classroom guidance, consultation, crisis intervention, or referrals.

2.4. Competency

The school counselor provides services to all students, fostering a clear understanding of diversity, ethnicity, and culture.

Highly Effective

-The school counselor consistently provides services to all students, fostering a clear understanding and appreciation of diversity, ethnicity, and culture.

Effective

-The school counselor takes a multicultural or diverse perspective into consideration when providing services to students.

Improvement
Necessary

-The school counselor sometimes provides services to students from a multicultural or diverse perspective and fosters a clear understanding of diversity, ethnicity, and culture.

Ineffective

-The school counselor never takes a multicultural or diverse perspective into consideration when providing services to students.

3. Career Development

Number of Competencies: 4

Domain Description: School counselors facilitate a comprehensive career program that develops an understanding of the relationship between school and work and supports student in the application of strategies.

3.1. Competency

The school counselor facilitates a comprehensive career program that is age-appropriate and aligned with local, state, and national standards.

Highly Effective

-The school counselor facilitates age-appropriate career development, aligned with local, state, and national standards, utilizing outside resources (i.e. family, community, work force), to expand career knowledge and experiences.

Effective

-The school counselor facilitates age-appropriate career development, aligned with local, state, and national standards. Outside resources are occasionally used.

Improvement
Necessary

-The school counselor rarely facilitates age-appropriate career development, aligned with local, state, and national standards.

Ineffective

-The school counselor does not facilitate age-appropriate career development.

3.2. Competency

The school counselor facilitates all students' understanding of the relationship between academics, personal qualities, education and training, and the world of work.

Highly Effective

-The school counselor helps all students understand the relationship between educational achievement and career success, explains how work can help students achieve personal success and satisfaction, and demonstrates knowledge of students' background, skills, and interests. Data include age-appropriate assessments, increasing awareness of interests, abilities, aptitude, and values. The counselor uses this knowledge to meet students' needs and assist in career development, promoting lifelong learning and employability skills.

Effective

-The school counselor helps all students understand the relationship between educational achievement and career success and explains how work can help students achieve personal success and satisfaction. The counselor promotes lifelong learning and employability skills. Some data is utilized.

Improvement
Necessary

-The school counselor rarely helps students understand the relationship between educational achievement and career success and rarely explain how work can help students achieve personal success and satisfaction. The counselor rarely promotes lifelong learning and employability skills. Data is rarely utilized.

Ineffective

-The school counselor does not help students understand the relationship between educational achievement and career success and does not explain how work can help students achieve personal success and satisfaction. The counselor does not promote lifelong learning and employability skills. Data is not used.

3. Career Development

Number of Competencies: 4

Domain Description: School counselors facilitate a comprehensive career program that develops an understanding of the relationship between school and work and supports student in the application of strategies.

3.3. Competency

The school counselor supports all students in the application of strategies to achieve future success and satisfaction.

Highly Effective	-The counselor consistently helps students apply decision-making skills to career awareness, career planning, course selection and career transitions. Students are encouraged to use multiple research and informational resources to obtain career information.
Effective	-The counselor helps students apply decision-making skills to career awareness, career planning, course selection and career transitions. Students are encouraged to use multiple research and informational resources to obtain career information.
Improvement Necessary	-The counselor rarely helps students apply decision-making skills to career awareness, career planning, course selection or career transitions. Students are rarely encouraged to use research and informational resources to obtain career information.
Ineffective	-The counselor does not help students apply decision-making skills to career awareness, career planning, course selection or career transitions. Students are not encouraged to use research and informational resources to obtain career information.

3.4. Competency

The school counselor collaboratively analyzes data, utilizes research-based interventions and develops programming to assist students in acquiring the attitudes, knowledge, and skills necessary for lifelong learning and career readiness.

Highly Effective	-The school counselor consistently collaborates to analyze data, utilize research-based interventions and develop programming to assist students in acquiring the attitudes, knowledge, and skills necessary for lifelong learning and career readiness.
Effective	-The school counselor often collaborates to analyze data, utilize research-based interventions and develop programming to assist students in acquiring the attitudes, knowledge, and skills necessary for lifelong learning and career readiness.
Improvement Necessary	-The school counselor rarely collaborates to analyze data, utilize research-based interventions and develop programming to assist students in acquiring the attitudes, knowledge, and skills necessary for lifelong learning and career readiness.
Ineffective	-The school counselor does not analyze data, utilize research-based interventions or develop programming to assist students in acquiring the attitudes, knowledge, and skills necessary for lifelong learning and career readiness.

4. Leadership Level of Performance

Number of Competencies: 6

Domain Description: School counselors adhere to ethical standards, grow professionally, advocate for student success, provide system support, and deliver a comprehensive school counseling program

4.1. Competency

The school counselor establishes professional goals and pursues opportunities to grow professionally.

Highly Effective

-The counselor's professional goals are evidenced in improved personal, professional, and program development. (S)he is an active member of one or more professional organizations or networks.

Effective

-Professional goals are developed, and the school counselor often pursues applicable opportunities to acquire knowledge and enhance skills and participates in the professional community.

Improvement Necessary

-Professional goals are sometimes established. The school counselor infrequently or indiscriminately pursues opportunities to acquire new knowledge and skills and rarely participates in the professional community.

Ineffective

-Professional goals are not established. The school counselor does not pursue opportunities to acquire new knowledge and skills and rarely participates in the professional community.

4.2. Competency

The school counselor takes a leadership role as an advocate within the counseling department, the school setting, and the community.

Highly Effective

-The school counselor provides consistent and effective leadership in the school counseling program, the school, and the community in a way that directly benefits students, families, educational personnel, and/or community stakeholders.

Effective

-The school counselor provides consistent and effective leadership in the school counseling program and the school.

Improvement Necessary

-The school counselor inconsistently provides leadership, but may not follow through appropriately or may not demonstrate an effective leadership style.

Ineffective

-The school counselor provides no leadership—either formal or informal—in the counseling department, the school setting, or the community.

4.3. Competency

The school counselor collaborates with teachers, parents, and the community to advocate for the success of all students and increase awareness of students' needs.

Highly Effective

-The school counselor demonstrates effective communication skills and collaboration with teachers, families, and community stakeholders from a variety of backgrounds. The school counselor demonstrates a direct impact of these collaborative activities on students.

Effective

-The school counselor demonstrates effective communication skills and collaboration with teachers, families, and community stakeholders from a variety of backgrounds.

Improvement Necessary

-The school counselor is inconsistent in communication and community engagement, OR is effective with only a very small population to the detriment of others.

Ineffective

-The school counselor is an ineffective communicator and is disengaged with teachers, the parents and community stakeholders.

4. Leadership Level of Performance

Number of Competencies: 6

Domain Description: School counselors adhere to ethical standards, grow professionally, advocate for student success, provide system support, and deliver a comprehensive school counseling program

4.4. Competency
The school counselor adheres to ethical standards of the counseling profession, respects student confidentiality, and follows the laws, policies, and procedures, which govern school programs.

Highly Effective

-The school counselor always demonstrates professional conduct and integrity; seeks appropriate intervention services for student consultation, and/or (clinical) supervision; abides by ethical and legal codes and seeks consultation and supervision as needed.

Effective

-The school counselor typically demonstrates professional conduct and integrity; seeks appropriate intervention services for student consultation, and/or (clinical) supervision; abides by ethical and legal codes and seeks consultation and supervision as needed.

Improvement
Necessary

-The school counselor typically holds to the ethical code of the American School Counselor Association but may fall short of the highest ethical standards. The counselor's consistency in law, policy and procedure is questionable.

Ineffective

-The school counselor has breached confidentiality. The counselor demonstrates disregard for laws, policies, and procedures in a manner that could have led to harm to students, families, or the educational mission of the school.

4.5. Competency
The school counselor plans, organizes and delivers an effective comprehensive school counseling program (within the resources of the school and corporation).

Highly Effective

-The school counseling program is comprehensive in addressing the academic, career, and personal/social development of all students. The school counselor demonstrates student outcome data that are directly attributable to the school counseling program.

Effective

-The school counseling program consistently builds the academic, career, and personal/social development of most students in the school, supporting at least some of this with student outcome data.

Improvement
Necessary

-The school counseling program serves some students and lacks data to support effectiveness. The school counselor is not demonstrating initiative to improve the school counseling program.

Ineffective

- The school counseling program is ineffective and the school counselor has demonstrated no attempts to make improvement to the delivery systems, increase the students served, or evaluate areas of particular strength or weakness.

4. Leadership Level of Performance

Number of Competencies: 6

Domain Description: School counselors adhere to ethical standards, grow professionally, advocate for student success, provide system support, and deliver a comprehensive school counseling program

4.6. Competency

The school counselor provides systems support by effectively managing the school counseling program, as well as supporting other educational programs and student services. Note: This may include other school duties assigned by the administration, provided these assignments do not interfere with the counseling program and services to students.

Highly Effective

-The school counselor serves as a collegial leader and positive role model to provide management activities that support the counseling program, advocate for all students, and promote ethical standards with students, school personnel, parents, and community agencies.

Effective

-The school counselor provides management activities that support the program's guidance, counseling, and advocacy initiatives in a way that advocates for all students; assists teachers with the integration of guidance activities into the curriculum; and shares ethically appropriate information about students with school personnel, parents, and community agencies.

Improvement
Necessary

-The school counselor provides some, but not adequate, program management to the school counseling program. The school counselor is inconsistent in supporting other educational or student services programs.

Ineffective

-The school counselor does not support the school counseling program with any program management activities. The school counselor is not involved—or is minimally involved—in providing support to other educational or student services programming through partnerships.

