

Summative Counselor Evaluation Scoring

Domains 1-3 Weighted Scores

Domain	Rating (1-4)	Weight	Weighted Rating
Domain 1 - Planning		20 %	
Domain 2 - Services		60 %	
Domain 3 - Leadership		20 %	
Final Score for Domains 1-3			

Use the following formula to calculate by hand:

1. Rating * % Weight = Weighted Rating
2. Sum of Weighted Ratings = Final Score for Domains 1-3

Rubric Score for Domains 1-3: _____

Domain 4 Core Professionalism

If the counselor did not meet standards in one or more of the four indicators, he or she automatically has a 1-point deduction.

Final Rubric Score: _____

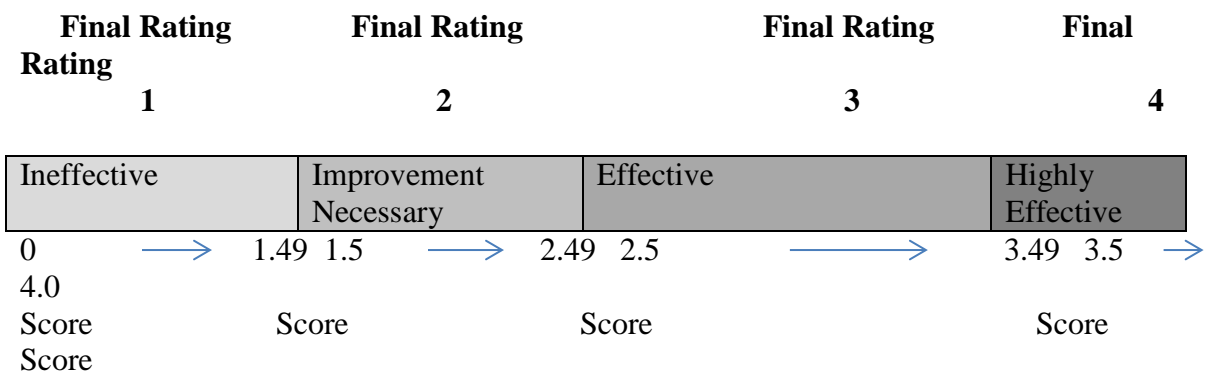
Objective Measure of Student Performance

The District-wide Learning Measure (DLM) is determined based upon the district's current grade as defined by the IDOE which is converted to a factor by which a counselor's final rubric score is multiplied:

- A = 1.02
- B = 1.01
- C = 1
- D = 0.99
- F = 0.98

The primary goal of the selected objective measures of student growth is to treat counselors as fairly and as equally as possible and recognizes the role that all counselors play in the education of a student in SACS. At this point, the evaluator should multiply the final rubric scores of their counselors by the appropriate factor based on the district's IDOE grade.

Final Rubric score _____ x DLM _____ = Final Counselor Score _____



At this point, an evaluator will have a final placement of the counselor into one of the four categories defined by the law.

Final Summative Rating:

Ineffective
 Improvement Necessary
 Effective
 Highly Effective

Counselor Signature

I have met with my evaluator to discuss the information on this form and have received a copy.

Signature: _____
Date: _____

Evaluator Signature

I have met with this teacher to discuss the information on this form and provided a copy.

Signature: _____
Date: _____