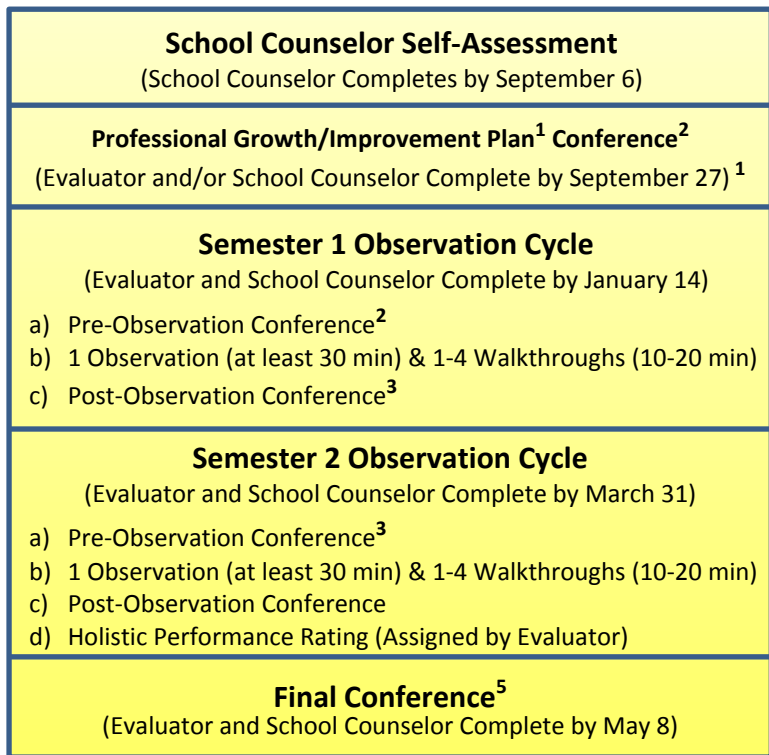




# Columbus City Schools

## 2019-2020 Evaluation Processes for School Counselors (OSCES)

### Full Evaluation Cycle



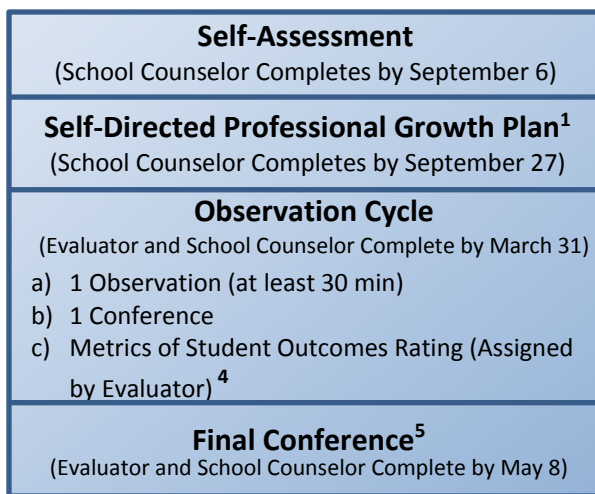
### Final Summative Rating



#### Metrics of Student Outcomes

In addition to a Final Summative Rating of Skilled or Accomplished, the school counselor must receive a rating of Skilled or higher on the metrics of student outcomes to be eligible to be placed on the Skilled or Accomplished Evaluation Cycle.

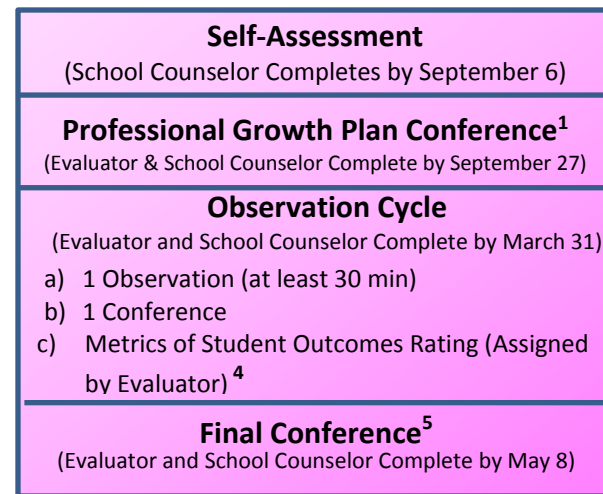
### "Accomplished" Evaluation Cycle



### Final Summative Rating

Accomplished

### "Skilled" Evaluation Cycle



### Final Summative Rating

Skilled

<sup>1</sup> School counselors with a final summative rating of **Accomplished** annually develop a self-directed Professional Growth Plan by **September 27**. School counselors with a final summative rating of **Skilled** also annually develop a Professional Growth Plan initiated by the school counselor and completed collaboratively with the evaluator. School counselors with a final summative rating of **Developing** annually develop a Professional Growth Plan with their evaluator who will grant final approval of the plan. School counselors with a final summative rating of **Ineffective** will develop an improvement plan with their evaluator who will grant final approval of the plan. The school counselor and evaluator should collaboratively pre-determine metrics of student outcomes they will use for that portion of the evaluation rubric at the beginning of the evaluation cycle when discussing the Professional Growth Plan or Improvement Plan.

<sup>2</sup> The Growth/Improvement Plan Conference may be combined with the Semester 1 Pre-Observation Conference during the same meeting, but all appropriate documentation must be completed for each.

<sup>3</sup> The Semester 1 Post-Observation Conference may be combined with the Semester 2 Pre-Observation Conference during the same meeting, but all appropriate documentation must be completed for each.

<sup>4</sup> Evaluator and school counselor discuss the progress of the counselor's ability to produce a positive change throughout the school year using the pre-determined metrics established in the Professional Growth Plan (Rated at the end; progress monitored frequently).

<sup>5</sup> Evaluator and school counselor discuss Holistic Performance Rating and Final Summative Rating. School counselor receives printout of Final Summative Rating.