

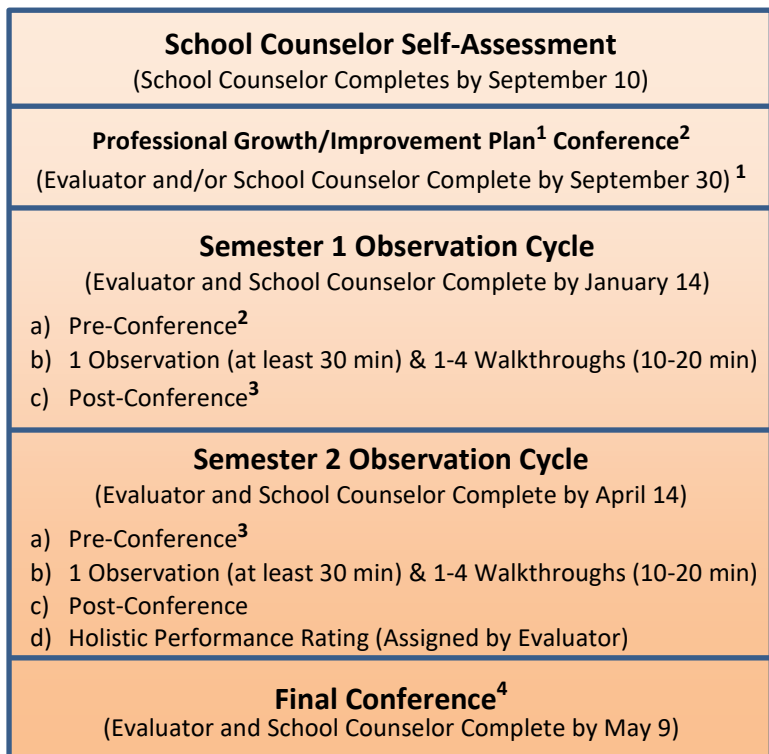


Columbus City Schools

2021-2022 Evaluation Processes for School Counselors (OSCES)

(This information is subject to change as a result of new knowledge and/or decisions from legislation, the Ohio Department of Education, Joint Evaluation Panel, etc.)

Full Evaluation Cycle



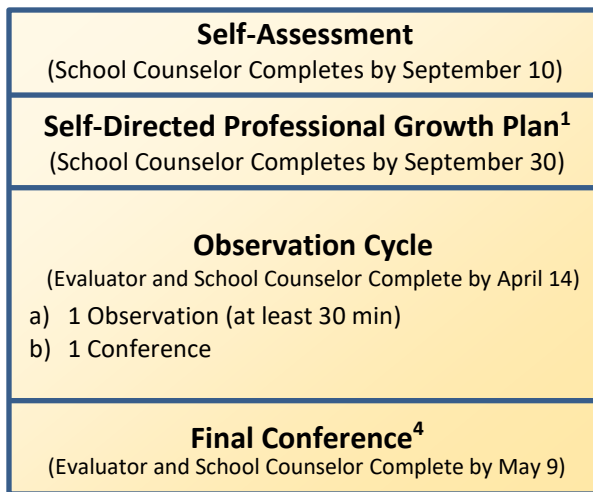
Final Summative Rating



Metrics of Student Outcomes

House Bill 404 prohibits the use of any metric used to evaluate positive student outcomes for a school counselor for the 2021-2022 school year.

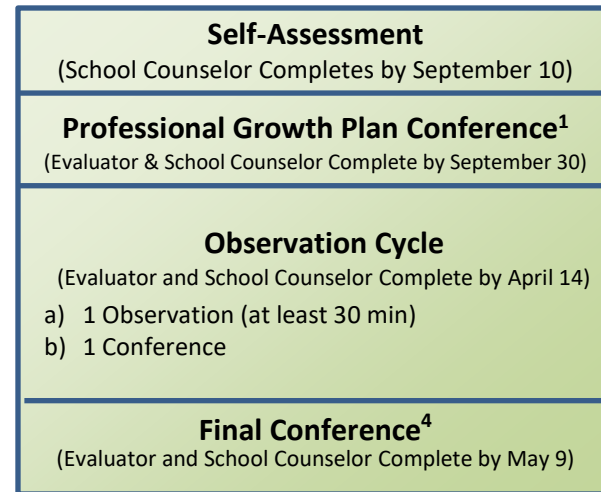
"Accomplished" Evaluation Cycle



Final Summative Rating



"Skilled" Evaluation Cycle



Final Summative Rating



¹ School counselors with a final summative rating of **Accomplished** annually develop a self-directed Professional Growth Plan by **September 30**. 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.

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

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

⁴ Evaluator and school counselor discuss Final Summative Rating. School counselor receives copy of Final Summative Rating Form.

Documentation must be submitted in OhioES prior to next interaction and within seven school days of occurrence.