**Counselor Talk Query** 2-11-16

*What does your district have the counselors do to meet the Individual Growth Measure / Student Learning Outcomes portion of their evaluation model?*

**Responses**

I have to write two SLOs.  This year I have 18 students that I am working with regarding improving attendance compared to last year.  My other goal is in regard to all of my 200 3rd graders and showing growth using a pre/post-test regarding the curriculum I'm teaching about growth mindset.

I was able to do sessions with all of my juniors during homeroom re: planning for college, etc and my principal let me do a pre and post test to use for my evaluation.  I used things such as

- signing up for Trip to College text alerts, creating an Indiana Career Explorer account, knowing how to sign up for SAT/ACT, signing up for SAT/ACT, and understanding the monetary and time savings of dual credit classes

We have a specific evaluation that is different from the teachers’ evaluation.  We are not held responsible for the SLO or IGM for students.  Our evaluations are based more on programs, interactions and presentations that we do throughout the year.  We can apply for the Teacher Leadership points through PGP's accumulating to 30, and we also are rated as Effective, etc.  We use the Standards for Success web-based evaluation tool with the counselor evaluation standards.  Our observations come during classroom presentations, after school programs, etc.

I write an SLO, but it is not part of my overall effectiveness rubric.  My principal does see it though and goes over it with me.

We use the TAP rubric.  At this point in time, school counselors are not required to create SLOs or IGMs for our evaluations.

I am evaluated based on the performance of 504 students on their different assessments.

We use a pre and post test about our school-wide, weekly bullying prevention curriculum.

For my SLO, my principal has me target a grade level.  This year I chose 4th grade, and I created a pre-test/post-test to measure growth for a conflict resolution unit that I did with all of the 4th grade classes.

Counselors in our corporation do not have SLOs. The evaluation rubric is 85% and the School Grade is 15%.

We call them "goals" in our district.

We are allowed to have the same/similar goal as the other counselors or make one completely different. We all chose to focus on our graduation rate and have similar goals using the kids on our caseload.

We use SMART goals for my evaluation.  I will attach mine (in case they are helpful) and the form I started for my documentation (I actually handwrite on it and add "proof" to it by paperclip in a folder but just so you can see what I do).

By May 30, 2016, I will help reduce the number of under credited students in the 2016 cohort by 25%. The 2016 cohort group used for this goal are the students with last names Gr-Mar who are enrolled as first time seniors (returning seniors from the 2015 cohort are not included) at the beginning of the 2015-2016 school year who have less than 33 credits at that time. To be considered successful, these students must have 43 credits and meet graduation requirements by May 30, 2016.

We have not been required to do SLO's at this point.  I know that may change but for now, I'm not doing them.

Found this, don't know if it will help you or not

<http://www.doe.in.gov/sites/default/files/student-assistance/guidance-assessing-sc.pdf>

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For one of my goals, I am using students’ knowledge of graduation requirements.  I measure it before I talk to a class about scheduling and requirements to see how much they remember and know.  I use Kahoot.  It has worked really well for me and the students’ like the game aspect of it.  I work with the same group of students in 8th, 9th and 10th grade so I know what I talk about and what they should know.

I am at two K-6 elementary schools and part of my position is teaching the LifeSkills Training curriculum to all four 6th grade classes. The way the three elementary school counselors in my district do our SLO's is we give a pretest to all four 6th grade classes (2 classes per school) and we select one 6th grade class's scores from each of our schools to use as data, so we end up filling out each SLO part twice, once for each class. Then we spend the year teaching the LifeSkills curriculum, which covers the information asked in the pretest, and at the end we will give a post test that is identical to the pretest to get our data. Then we can see if we reached our goals.

For example, we use Harmony and one of my SLO's is:

School #1, Step 1:

Approved Assessment: LifeSkills Training Middle School Program PreTest

Approved Mastery Score: 27 out of 32

Level of Student Preparedness: High: 84% or higher, Medium: 72%-83%, Low: 0%-71%

School #1, Step 2:

0% of students in Mrs. X's class scored in the high level of preparedness.

4 out of 18 students, or 22%, in Mrs. X's class, scored in the medium level of preparedness. [student names listed]

14 out of 18 students, or 78%, in Mrs. X's class, scored in the low level of preparedness. [student names listed]

School 1, Step 3:

Highly Effective: On the end of year LifeSkills Post-Test, 16 of the 18 students will score in the high and medium levels of preparedness. High: 8, Medium: 8, Low: 2 (Approx 90%)

Effective: On the end of year LifeSkills Post-Test, 14 of the 18 students will score in the high and medium levels of preparedness. High: 7, Medium: 7, Low: 4 (Approx 80%)

Improvement Necessary: On the end of year LifeSkills Post-Test, 13 of the 18 students will score in the high and medium levels of preparedness. High: 6, Medium: 7, Low: 5 (Approx 70%)

Ineffective: On the end of year LifeSkills Post-Test, 11 of the 18 students will score in the high and medium levels of preparedness. High: 5, Medium: 6, Low: 7 (Approx 60%)

1) Charlotte Danielson (the national guru on teacher evaluation) has a few chapters in her book about specialist evaluation.  I've attached one of those chapters here, along with her rubric for counselors.

2) ISCA has developed a counselor evaluation tool: <http://www.indianaschoolcounselor.org/page-1116338>

3) ASCA encourages schools to use the ASCA School Counselor Competencies as part of an evaluation.  Basically, they suggest picking a few of these each year and setting growth goals around them.

There are some in the IDOE –high school counselor community in the Learning Connection if you have an LC account. They are in the advocacy and accountability  evaluations folder.