

The Professional School Counselor and Evaluation

(ASCA: Adopted 1978; reaffirmed 1984; revised 1986, 1993, 2003; reviewed 1999)

American School Counselor Association (ASCA) Position

Each professional school counselor shall have an annual evaluation. It is the association's position that evaluation shall be based upon criteria (standards and competencies related to the school counseling profession) that recognize the differences between evaluating professional school counselors and those used to evaluate administrative or classroom personnel and that conform to local and state regulations. The professional school counselor evaluation should accurately reflect the unique professional training and counselor responsibilities within the school counseling program. Basic professional school counselor standards and competencies need to be included in the evaluation.

The Rationale

The primary purpose of the evaluation process is to ensure school counselors' quality, high-level performance and continued professional growth. ASCA is committed to ongoing and sustained improvement of the process. It is recommended that each professional school counselor be evaluated with regard to the implementation of the district's written counseling program and the professional school counselor job description. Both the district's plans on evaluating professional school counselors and the professional school counselor need to be evaluated and reviewed annually. These plans shall contain specified goals along with objectives emphasizing student outcomes; the goals should be collaboratively developed by both the professional school counselor and the supervisor. The written evaluation is a dynamic document, modified annually to reflect students' changing needs and the school counseling staff's improved skills. Professional school counselors are committed to the improvement of school counseling programs. ASCA welcomes the opportunity to aid local administrators, department heads and others charged with the improvement or development of evaluation instruments and procedures and endorses the use of guidelines set forth in the School Counselor Performance Standards of the ASCA National Model: A Framework for School Counseling Programs.

The Professional School Counselor's Role

The professional school counselor provides information to supervising administration regarding approved standards and competencies for professional school counselors and school counseling programs. The professional school counselor works with administration to develop appropriate tools to use in the evaluation of the school counselor and the school's counseling program.

Summary

The professional school counselor is proactive in the evaluation process. Educating administration and staff regarding the school counselor's specialized training and skills and the role of the school counseling program in the educational process helps to define the professional school counselor's role. The professional school counselor's evaluation is based on that role. Criteria used in the evaluation process should reflect the standards and competencies of the professional school counselor.