

First Year Counselor's Supervisor Evaluation 2022

Question / Standard	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)	Mean	StdDev
Standard 1 - Student Development						4.20	0.86
1. The counselor was prepared to apply knowledge of human development in their work with his or her students.	0%	8%	8%	36%	48%	4.24	0.91
2. The counselor was prepared to apply knowledge of counseling theories, techniques, and strategies through individual and/or group counseling.	0%	8%	12%	36%	44%	4.16	0.92
3. The counselor was prepared to use helping skills to develop healthy relationships with students through the implementation of the comprehensive school counseling program.	0%	8%	8%	36%	48%	4.24	0.91
4. The counselor was prepared to address social and cultural diversity issues in all areas of the comprehensive school counseling program.	0%	4%	8%	44%	44%	4.28	0.78
5. The counselor was prepared to apply knowledge of culturally appropriate, valid, and reliable assessments relevant to the comprehensive school counseling program.	0%	8%	8%	44%	40%	4.16	0.88

6. The counselor was prepared to apply knowledge of career development and planning through all areas of the comprehensive school counseling program including specific grade level expectations.	4%	4%	12%	36%	44%	4.12	1.03
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Standard 2 - Program Implementation						4.08	0.92
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7. The counselor was prepared to implement structural components (philosophy, definition, faculties, advisory council, resources, budget, and staffing patterns) of the district's comprehensive school counseling program.	4%	8%	8%	48%	32%	3.96	1.04
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8. The counselor was prepared to provide students with developmentally appropriate knowledge and skills defined by grade level expectations.	4%	4%	8%	44%	40%	4.12	0.99
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9. The counselor was prepared to integrate and utilize technology for the delivery and management of the comprehensive school counseling program.	0%	4%	8%	52%	36%	4.2	0.75
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10. The counselor uses results-based evaluation procedures to promote, plan, design, implement, evaluate, and enhance a comprehensive school counseling program.	4%	12%	4%	36%	44%	4.04	1.15
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Standard 3 - Professional Relationships						4.37	0.74
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11. The counselor uses interpersonal skills that enhance a positive school climate.	0%	4%	4%	36%	56%	4.44	0.75
12. The counselor uses effective collaboration skills to develop professional relationships.	0%	4%	4%	36%	56%	4.44	0.75
13. The counselor was prepared to use consultation skills to promote professional relationships.	0%	4%	8%	36%	52%	4.36	0.79
14. The counselor was prepared to access and contribute to community resources.	0%	8%	4%	44%	44%	4.24	0.86
Standard 4 - Leadership Advocacy						4.05	0.94
15. The counselor applies techniques of self-care and uses supervision and consultation with others to support well-being.	0%	4%	16%	40%	40%	4.16	0.83
16. The counselor uses reflection and feedback to develop a professional development plan to support personal, professional, and program improvement.	4%	8%	8%	40%	40%	4.04	1.08
17. The counselor was prepared to identify factors that impact student development and to apply advocacy procedures.	4%	4%	16%	36%	40%	4.04	1.04
18. The counselor uses leadership and advocacy strategies for program management, evaluation, and enhancement.	4%	4%	16%	44%	32%	3.96	1.00

19. The counselor was prepared to use the comprehensive school counseling program to contribute to the development of a positive and safe school climate and culture.	0%	8%	16%	40%	36%	4.04	0.92
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Standard 5 - Ethical Professional Conduct						4.38	0.57
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20. The counselor practices in accordance with professional ethical standards, seeks consultation for ethical decision-making, and communicates with administrators about the ethical standards of the school counseling profession.	0%	0%	4%	48%	48%	4.44	0.57
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21. The counselor practices in accordance with school counseling standards, participates in a school counselor mentoring program, and seeks consultation to guide practice.	0%	0%	4%	56%	40%	4.36	0.56
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22. The counselor practices in accordance with local school policies and procedures.	0%	0%	4%	48%	48%	4.44	0.57
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23. The counselor practices in accordance with local, state, and federal statutory requirements and is able to demonstrate familiarity with legal resources.	0%	4%	8%	44%	44%	4.28	0.78
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Question / Standard	Very Poor (1)	Poor (2)	Fair (3)	Good (4)	Very Good (5)	Mean	StdDev
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24. What overall rating would you give the quality of the preparation program your counselor completed?	4%	4%	12%	36%	44%	4.12	1.03
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Question / Standard	Ineffective (1)	Minimally Effective (2)	Effective (3)	Highly Effective (4)	Mean	StdDev
24b. Based upon the performance based evaluation of this first year counselor, how would you rate the impact the counselor had upon students, teachers, and school community?	0%	16%	36%	48%	3.32	0.73

Essay Text	School Year	Response ID
25. What are some strengths of the Counselor Preparation program that your counselor completed?		
No suggestions.	2022	44221
Based on the counselor's skills and performance, I can not cite any.	2022	44242
interpersonal communication skills with students and staff	2022	44247
SEL	2022	44249
The program helped her prepare to do the interpersonal counseling to help students learn to better interact with others. She also has done a lot in the college and career area that she got from the program.	2022	44262
Very easy to work with, builds solid relationships with students and staff.	2022	44295
The counselor has worked with a diverse group of young people.	2022	44305
mentorship	2022	44310
She does a great job building relationships with staff and students.	2022	44346
Communication with the school community, seeking entities to address student emotional needs, and implementation of small groups	2022	44379
Process and procedures	2022	44387

Essay Text	School Year	Response ID
26. What are some areas for improvement for the Counselor Preparation program that your counselor com...		
I'm not sure that she was prepared for this position. I can't say that was the fault of the program though.	2022	44221
The counselor was ill-prepared in all dimensions.	2022	44242
additional experience dealing with the variety of social-emotional issues that middle school-age students present daily	2022	44247
RtI	2022	44249
I think the program does a good job overall	2022	44262
Increase knowledge of counseling functions and processes to keep students engaged through graduation.	2022	44295
Areas for improvement: begin with positive statements when working with young people	2022	44305
Counselor's need to have the knowledge of an IEP and 504 process including timing and roles of individuals.	2022	44379
Balancing time and spending more time with students with social emotional needs.	2022	44387