

Gloucester City Guidance Counselor Evaluation Summary Scores

Standard process for evaluating all standards under these conditions:

1 **Unsatisfactory/Developing** rating of an element within a standard: Maximum rating of **Proficient** for standard

For summary ratings:

Standard I:

Planning and Preparation (5 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

4 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished; 1 Distinguished = **Proficient rating**

1 Proficient; 3 Accomplished; 1 Distinguished = **Accomplished rating**

1 Proficient; 2 Accomplished; 2 Distinguished = **Accomplished rating**

2 Accomplished; 3 Distinguished = **Accomplished rating**

Standard II:

Data informed Decision Making (4 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

3 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished = **Proficient rating**

2 Accomplished; 2 Distinguished = **Accomplished rating**

Standard III:

Delivery of Service (6 elements)

4 Proficient = **Proficient rating**

4 Accomplished = **Accomplished rating**

4 Distinguished = **Distinguished rating**

3 Proficient; 3 Accomplished = **Proficient rating**

3 Accomplished; 3 Distinguished = **Accomplished rating**

2 Proficient, 2 Accomplished, 2 Distinguished = **Accomplished rating**

Standard IV:

Interventions (4 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

3 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished = **Proficient rating**

2 Accomplished; 2 Distinguished = **Accomplished rating**

Standard V:

Contributions to the Learning Environment (5 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

4 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished; 1 Distinguished = **Proficient rating**

1 Proficient; 3 Accomplished; 1 Distinguished = **Accomplished rating**

1 Proficient; 2 Accomplished; 2 Distinguished = **Accomplished rating**

2 Accomplished; 3 Distinguished = **Accomplished rating**

Standard VI

Leadership (4 elements)

3 Proficient = **Proficient rating**

3 Accomplished = **Accomplished rating**

3 Distinguished = **Distinguished rating**

2 Proficient; 2 Accomplished = **Proficient rating**

2 Accomplished; 2 Distinguished = **Accomplished rating**

Standard VII

Professional Responsibilities (2 elements)

2 Proficient = **Proficient rating**

2 Accomplished = **Accomplished rating**

2 Distinguished = **Distinguished rating**

1 Proficient; 1 Accomplished = **Proficient rating**

1 Proficient; 1 Distinguished = **Proficient rating**

1 Accomplished; 1 Distinguished = **Accomplished rating**

NOTE: Other observation/evaluative information may be considered when determining standard rating. Rating can only be adjusted one level.

Gloucester City Conversion to State Rubric Scores Guidance Counselor

Highly Effective: Accomplished/Distinguished

- 7 Distinguished Standard Ratings = 4.0
- 1 Accomplished and 6 Distinguished Standard Ratings = 3.95
- 2 Accomplished and 5 Distinguished Standard Ratings = 3.9
- 3 Accomplished and 4 Distinguished Standard Ratings = 3.85
- 4 Accomplished and 3 Distinguished Standard Ratings = 3.7
- 5 Accomplished and 2 Distinguished Standard Ratings = 3.65
- 6 Accomplished and 1 Distinguished Standard Ratings = 3.6
- 7 Accomplished Standard Ratings = 3.5

Effective: Proficient / Accomplished

- 6 Accomplished and 1 Proficient Ratings = 3.4
- 5 Accomplished and 2 Proficient Ratings = 3.3
- 4 Accomplished and 3 Proficient Ratings = 3.2
- 3 Accomplished and 4 Proficient Ratings = 3.1
- 2 Accomplished and 5 Proficient Ratings = 3.0
- 1 Accomplished and 6 Proficient Ratings = 2.9
- 7 Proficient Standard Ratings = 2.7

Partially Effective

- 1 Unsatisfactory/Developing Standard Ratings = 1.25

Ineffective

- 2 Unsatisfactory/Developing Standard Ratings = 1.0