

# Ohio School Counselor Standards and Evaluation

OEA Education Policy Research and Member Advocacy Department

## Bulletin – June 9, 2016

House Bill 64 of the 131st Ohio General Assembly (Ohio Revised Code 3319.61) directed the State Board of Education to develop standards for school counselors and to adopt a standards-based framework for evaluating school counselors by May 31, 2016. Ohio's new School Counselor Standards and School Counselor Evaluation Framework are now available.

As stated in Ohio Revised Code 3319.113, by Sept. 30, 2016, each school district board of education must adopt a school counselor evaluation policy in accordance with the framework and state law. The new policy will become operative at the expiration of any collective bargaining agreement covering school counselor evaluation. If a school district does not have a current school counselor evaluation policy, the new framework must be implemented during the 2016-2017 school year. The local board of education must include procedures for using the evaluation results for retention and promotion decisions and for removal of poorly performing school counselors in its evaluation policy. The local board of education will also provide for professional development to accelerate and continue school counselor growth and provide support to poorly performing school counselors. You can find Ohio Revised Code 3319.113 [here](#).

In OSCES, each school counselor is evaluated based upon multiple factors including performance on all of the Ohio School Counselor Standards and the ability to produce positive student outcomes using student metrics. A school counselor's performance score is combined with their student metrics score to determine the holistic final summative rating of effectiveness according to the Ohio Department of Education (ODE) requirements. There is no weighting of the standards or the student metrics in the final holistic summative score. The metrics used for student outcomes will be determined locally, and will include metrics from the school or school district's report card issued under section [3302.03](#) of the Ohio Revised Code when appropriate. The [Ohio Standards for School Counselors](#) document is available online.

Each school counselor will be evaluated according to Ohio Revised Code and the Evaluation Framework for School Counselors, which is aligned to the Ohio Standards for School Counselors. A district may design its own school counselor rubric, but must demonstrate that the locally designed rubric aligns with the Ohio Standards for School Counselors and State Board of Education approved framework. The alignment tool is located in the Electronic Teacher and Principal Evaluation System (eTPES).

All school counselor evaluators are identified locally and must complete the one-day OSCES training conducted by state trainers. Educational service centers began offering this training June 2016. School counselor evaluations shall occur annually except as otherwise appropriate for high-performing school counselors.

For more information, please contact Daria DeNoia at 614-227-3157 or [denoiad@ohea.org](mailto:denoiad@ohea.org).

**The requirements for school counselor evaluations are:**

- Completion of a professional growth plan or an improvement plan
- Two formal observations of thirty minutes in each evaluation cycle (announced or unannounced, as determined locally)
- Informal observations
- A Final Summative Rating
- A written report of the evaluation results provided to the school counselor

**The following are best practices (not required) elements of the school counselor evaluation:**

- Self-Assessment
- Scripting
- Pre-Conferences
- Post-Conferences
- Summative Evaluation Conference

The board may evaluate each school counselor who receives a final summative rating of accomplished once every three school years, as long as the metric of student outcomes, for the most recent school year for which data is available, is skilled or higher on the evaluation rubric. The board may evaluate each school counselor who receives a final summative rating of skilled on the most recent evaluation once every two school years so long as the metric of student outcomes, for the most recent school year for which data is available, is skilled or higher on the evaluation rubric. During the years in which high-performing school counselors are not fully evaluated, the board shall conduct at least one observation and one conference.

**Additionally:**

- School counselors with a final summative rating of accomplished will develop a professional growth plan
- School counselors with a final summative rating of skilled will develop a professional growth plan collaboratively with their evaluator.
- School counselors with a final summative rating of developing will develop a professional growth plan with their evaluator. The administration will approve the professional growth plan.
- School counselors with a final summative rating of ineffective will develop an improvement plan with their evaluator. The administration will approve the improvement plan.

Districts have discretion to place a school counselor on an improvement plan at any time based on deficiencies in any individual component of the evaluation system.

The State Board of Education's Evaluation Framework for School Counselors is located [here](#).