

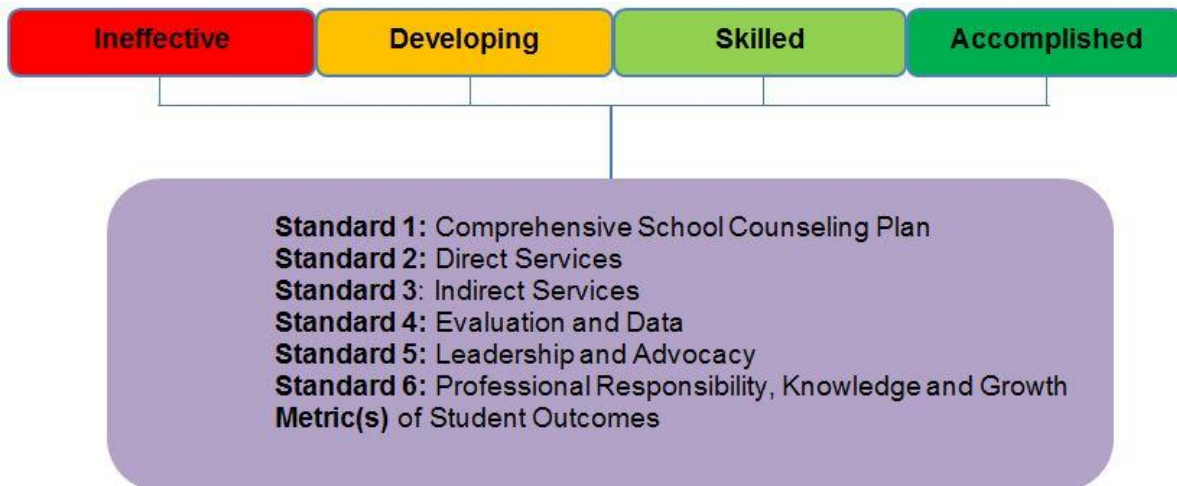
Evaluation Framework for School Counselors

Ohio is serious about its commitment to quality schools. In 2015, the State Board of Education adopted standards for school counselors. With the adoption of the Ohio Standards for School Counselors, Ohio has clearly defined the knowledge, skills and competencies of effective school counselors. These standards promote the most effective school counseling practices and offer a core set of expectations for Ohio school counselors. Professional school counselors offer students access to high-quality services, which support students' academic, career and social/emotional development.

Each school counselor will be evaluated according to Ohio Revised Code and the Evaluation Framework which is aligned to the [Ohio Standards for School Counselors](#). The Ohio School Counselor Evaluation System (OSCES) was designed to be transparent, fair and adaptable to the specific contexts of Ohio's districts.

OSCES is a standards-based integrated model that is designed to foster the professional growth of school counselors in knowledge, skills and practice. In OSCES, each school counselor is evaluated based upon multiple factors including performance on all areas identified by the standards and the ability to produce positive student outcomes using metrics in order to determine the holistic final summative rating of effectiveness according to ODE requirements. The choice of metrics for student outcomes will be determined locally.

Ohio School Counselor Summative Evaluation Rating



Not later than September 30, 2016, each school district board of education shall adopt a standards-based school counselor evaluation policy that conforms to this framework for the evaluation of school counselors. The local policy shall include implementation of the framework for the evaluation of school counselors beginning in the 2016-2017 school year.

Additionally, at the local level, the board of education will include in its evaluation policy procedures for using the evaluation results for retention and promotion decisions and for removal of poorly performing school counselors.

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.

School counselor evaluations shall occur annually except as otherwise appropriate for high-performing school counselors. The annual evaluation process will consist of two formal observations of thirty minutes each and informal observations.

The board may evaluate each school counselor who received a final summative rating of accomplished on the most recent evaluation once every three 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.

The board may evaluate each school counselor who received 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.

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.