



Professional Growth Plans with Goal Setting for School Counselors

The development of a **Professional Growth Plan** through the **Goal Setting** process is a mutual effort between the school counselor and the evaluator.

Professional Practice Goal: focuses on improving the teaching practices and responsibilities relative to the School Counselor Quality Standards.

The professional growth plan with goal-setting encourages school counselor reflection based on Self-Assessment and performance feedback. Counselors are empowered to determine the selection of their own professional growth goal based on their level of performance as evidenced in the School Counselor Quality Standards. The process places emphasis on improving professional practice through continual professional development of the school counselor.

Student Achievement Goal: focuses on closing student student achievement gaps based on an analysis of student achievement data.

Effective school counselors monitor their student case load on an ongoing basis to identify trends in data and to create programs to close gaps in achievement (Quality Standard III.) Each school counselor will establish annually an individual goal tied to raising student achievement within the building. Goal accomplishment will be monitored at the Mid-Year Conference and assessed during the Summative Evaluation.



Professional Growth Plan

Name:

School Year:

Building:

Assignment:

Name of Evaluator:

Date of Goal Setting Conference:

Professional Practice Goal

	<p>Needs Assessment (Reflect on your Self-Assessment)</p>
S	<p>Specific Goal:</p> <p>Professional Practice Goal. <i>(Indicate the Quality Standard(s) addressed in this goal)</i></p> <ul style="list-style-type: none"><input type="checkbox"/> Quality Standard #1: School Counselors demonstrate mastery of and expertise in the domain for which they are responsible.<input type="checkbox"/> Quality Standard #2: School counselors support and/or establish safe, inclusive and respectful learning environments for a diverse population of students.<input type="checkbox"/> Quality Standard #3: School counselors plan, deliver, and/or monitor services and /or specially designed instruction and/or create environments that facilitate learning for their students.<input type="checkbox"/> Quality Standard #4: School counselors reflect on their practice.<input type="checkbox"/> Quality Standard #5: School counselors demonstrate collaboration, advocacy, and leadership.

M	How it will be measured ?
A	What is the plan of action ?
R	What resources are needed?
T	What is the time frame for actions of this goal and when will results monitoring occur?
E	Evaluation of progress on the goal at the Mid-Year Conference:
R	Reevaluation of the goal for the Summative Evaluation:

Signature of Employee: _____ Date: _____

Signature of Evaluator: _____ Date: _____



Professional Growth Plan

Name:
Building:
Name of Evaluator:

School Year:
Assignment:
Date of Goal Setting Conference:

Student Achievement Goal

The student achievement goal must be measurable by no later than April 30th.

Needs Assessment (Reflection on students' performance using data sources)	
S	Specific Goal:
M	How it will be measured?

A	What is the plan of action ?
R	What resources are needed?
T	What is the time frame for actions of this goal and when will results monitoring occur?
E	Evaluation of progress on the goal at the Mid-Year Conference:
R	Reevaluation of the goal for the Summative Evaluation:

Signature of Employee: _____ Date: _____

Signature of Evaluator: _____ Date: _____

Rubric for SMARTER Goals Continuum of Performance



Student Achievement Goal	<ul style="list-style-type: none"> <input type="checkbox"/> Goal is tied to student achievement <input type="checkbox"/> Proficiently written as a SMARTER goal 	<ul style="list-style-type: none"> <input type="checkbox"/> Goal is tied to student achievement <input type="checkbox"/> Proficiently written as a SMARTER goal <input type="checkbox"/> Goal is challenging and attainable 	<ul style="list-style-type: none"> <input type="checkbox"/> Goal is tied to student achievement <input type="checkbox"/> Proficiently written as a SMARTER goal <input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration 	<ul style="list-style-type: none"> <input type="checkbox"/> Goal is tied to student achievement <input type="checkbox"/> Proficiently written as a SMARTER goal <input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration <input type="checkbox"/> Goal is tied to the success of the team, department, school, or district 	<ul style="list-style-type: none"> <input type="checkbox"/> Goal is tied to student achievement <input type="checkbox"/> Proficiently written as a SMARTER goal <input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration <input type="checkbox"/> The work of the goal will influence the work of others and will move others forward in their professional practice.
Professional Practice Goal	<ul style="list-style-type: none"> <input type="checkbox"/> Goal is tied to School Counselor Quality Standard(s) <input type="checkbox"/> Proficiently written as a SMARTER goal 	<ul style="list-style-type: none"> Goal is tied to School Counselor Quality Standard(s) <input type="checkbox"/> Proficiently written as a SMARTER goal <input type="checkbox"/> Goal is challenging and attainable 	<ul style="list-style-type: none"> Goal is tied to School Counselor Quality Standard(s) <input type="checkbox"/> Proficiently written as a SMARTER goal <input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration 	<ul style="list-style-type: none"> <input type="checkbox"/> Goal is tied to School Counselor Quality Standard(s) <input type="checkbox"/> Proficiently written as a SMARTER goal <input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration <input type="checkbox"/> Goal is tied to the success of the team, department, school, or district 	<ul style="list-style-type: none"> Goal is tied to School Counselor Quality Standard(s) <input type="checkbox"/> Proficiently written as a SMARTER goal <input type="checkbox"/> Goal stretches the employee, requiring new learning, skill, or collaboration <input type="checkbox"/> The work of the goal will influence the work of others and will move others forward in their professional practice.