

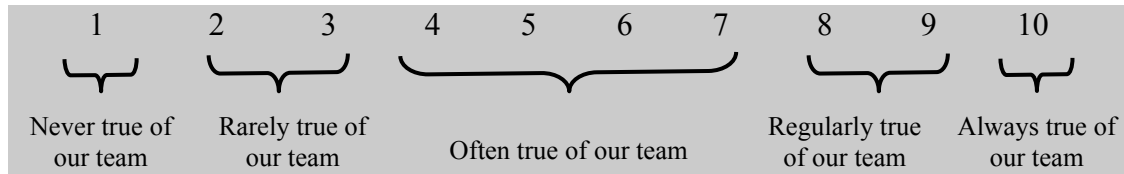
Counselor Collaboration Incentive Rubric
2012-2013

(Page #'s refer to *Utah Model for Comprehensive Counseling & Guidance: K-12 Programs, 2008*)

Counselor Name: _____

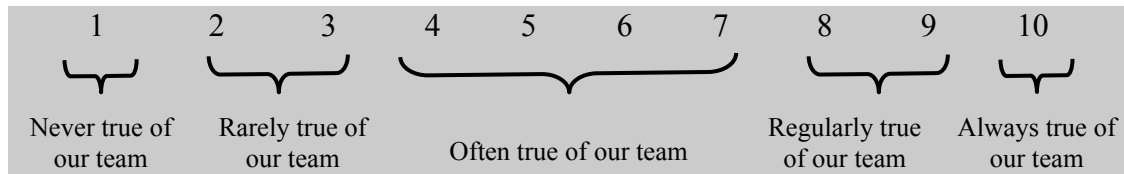
Use the following scale to rate each question with 10 being the highest.

Shared Mission, Vision, Values and Goals



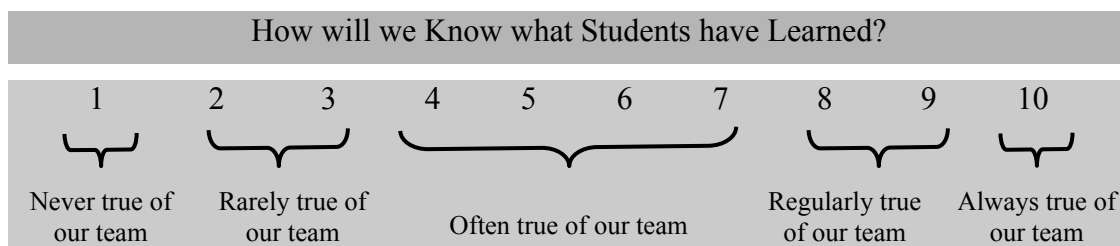
1. _____ Our school mission, vision, values and goals are embedded in our team culture and influence policies and procedures of daily practice.
2. _____ Team members have established written norms and hold one another accountable to honor the commitments they have made to one another to be a productive, collaborative team.
3. _____ Counselors are committed to the collaboration process and professional learning communities.
4. _____ Team members pursue SMART goals as a method of meeting student needs and improving performance. (Strategic, Measurable, Attainable, Results-oriented, Timebound)
5. _____ Team members communicate positively about students and their learning with the rest of the faculty.
6. _____ Team members communicate positively with students and parents, including keeping student records up to date.

What do we Expect Students to Learn?

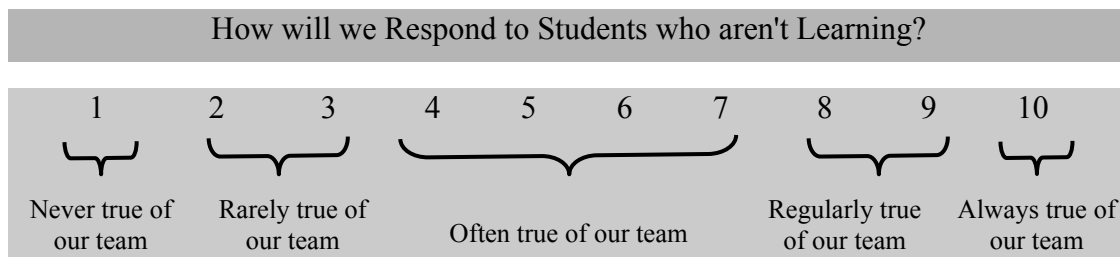


1. _____ Our team has developed a guaranteed and viable pattern of services based on the Utah State Comprehensive Counseling & Guidance Model: Standards & Competencies (pp. 125-130).
2. _____ We use a Comprehensive Guidance Action Plan (pp. 66-67) with a full year calendar of activities (pp. 125-130).

3. _____ We have established a vertical alignment with other PLC teams (pp. 131-137, 230).
4. _____ We use common procedures and documents (SEOP forms, classroom presentations, crisis plans, etc) to assure consistent quality delivery of services.
5. _____ There is a high level of commitment from the team to meet the needs of all students.
6. _____ We work collaboratively with other PLC teams in the school regarding Guidance Curriculum alignment and student learning needs (p. 238).

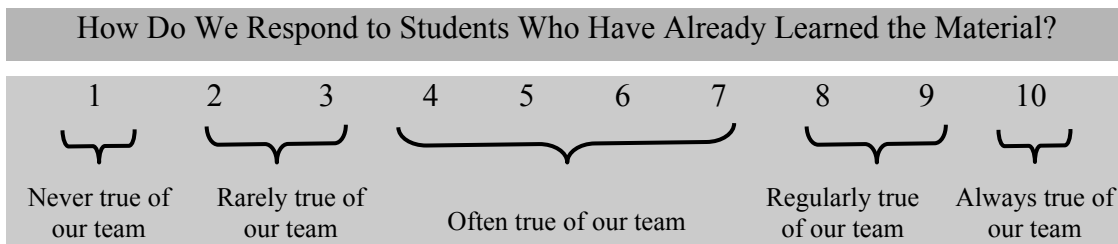


1. _____ Our team has developed common assessments that are aligned with the Utah State Comprehensive Counseling & Guidance: Model Standards & Competencies (pp. 125-130).
2. _____ Collectively we use common assessment results and student records/work to inform and improve student learning.
3. _____ Our common assessments change based on current student needs.
4. _____ As a team, we evaluate our common assessments to determine the effectiveness of assessment questions.
5. _____ Our team participates in specific discussions centered on the relationship of counseling and achievement in our school as informed by data.

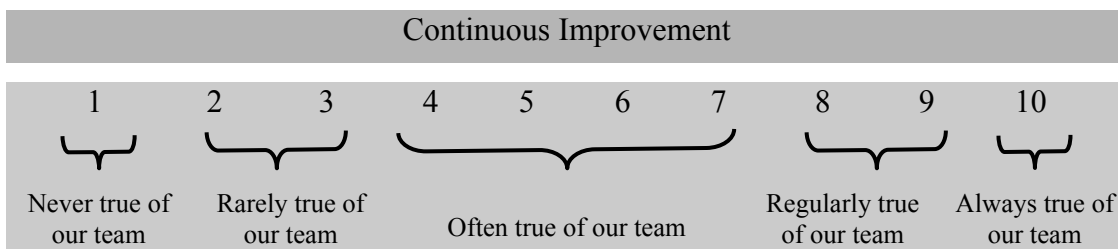


1. _____ There is a pyramid of intervention in place for students to receive support to reach proficiency.

2. _____ When students aren't learning, our interventions provide a variety of strategies to learn material.
3. _____ Our team identifies students needing additional time and support and discusses interventions. These students are engaged in accessing school based interventions
4. _____ Our team has developed a systematic process to identify students who are not on track for eighth grade completion or high school graduation.
5. _____ Students who are not on track for eighth grade completion or high school graduation are assisted in accessing a variety of opportunities to make up credit (e.g. ESY, credit recovery, etc.) and their efforts are tracked and updated regularly.
6. _____ We believe failure is not an option and refuse to give up on any student.
7. _____ Students are provided access to other support staff.



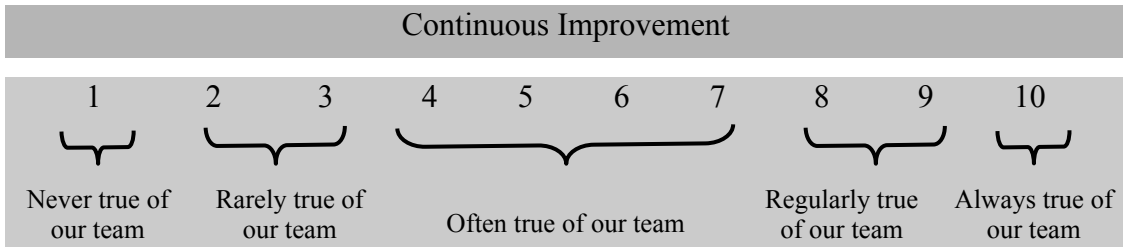
1. _____ Students who already know the material are provided support for additional learning.
2. _____ We have identified processes to provide increased depth of learning.



1. _____ As a team, what specific areas have you identified that need improvement?

Explain: _____

Multiply this scale value x 2 (20 pts. maximum)



2. _____ How have you shown growth in the areas identified in the previous question?

Explain: _____

Multiply this scale value x 2 (20 pts. maximum)