Evaluation Crosswalk

Map the form you are evaluated on to your counseling work and evidence · page 1 of 3: blank

One row per domain or component, in the form's order · real documents with dates · totals only, no student names

School counselor _____ School _____ School year _____ Form of record _____ Agreed with, date _____

Crosswalk: where my work fits each part of the form

Domain, component	Counseling reading (one sentence)	ASCA items	Evidence I will bring (with dates)	Obs.
				☐
				☐
				☐
				☐
				☐
				☐
				☐
				☐
				☐
				☐
				☐
				☐
				☐

ASCA items with no home on this form, and where they will be noted

Observation agreed (non-confidential activity, date, length)

ASCA codes from the School Counselor Performance Appraisal; titles shortened. The mappings are ours, not ASCA's.

Evaluation Crosswalk

Filled example (fictional school and district form) · page 2 of 3: Maple Hollow Elementary

One row per domain or component, in the form's order · real documents with dates · totals only, no student names

School counselor	School	School year	Form of record	Agreed with, date
J. Rivera	Maple Hollow Elementary	2028-2029	District teacher form	A. Brooks, Aug 24

Crosswalk: where my work fits each part of the form

Domain, component	Counseling reading (one sentence)	ASCA items	Evidence I will bring (with dates)	Obs.
1a Students, content	Knows students through school data and development	B-PF 1, B-PA 2	Data priorities (gr 4 reading); needs assessment summary	☐
1b Outcomes	Measurable outcomes for lessons, groups and the gap plan	B-PF 5, B-PA 3	Reading Strong gap plan goal; lesson and group outcomes	☐
1c Design	Plans the year: calendar, delivery plan, pre and post items	B-PA 1, B-SS 1	Annual calendar; delivery plan; Plan It, Pack It lesson plan	☐
2a Rapport	Welcoming lessons, groups and families	M 1, B-PF 6	Group agreements; Spanish family letters	☐
2b Procedures	Referral and request system; lessons run as a guest	B-SS 3, B-SS 4	Referral procedure; self-referral form; referral list	☐
2c Behavior	Behavior skills in groups; consultation with teachers	B-SS 3, B-SS 5	Cool and Ready group plan; consultation log in totals	☐
3a Communicates	Clear lesson directions and discussion	B-SS 1	4B lesson observed Wed Oct 4, 2028 (30 min)	☑
3b Engages	Engagement in lessons; career and planning lessons	B-SS 1, B-SS 2	Student pages; grade 3 to 5 career lessons	☐
3c Assessment	Pre and post checks used to adjust lessons and groups	B-PA 4	Pre and post results; data report graphs (June 12)	☐
4a Reflects	Self-assessment and PD plan; reflection on results	B-PF 4	Self-assessment and PD plan (Sept 6, 2028)	☐
4b Records	Program records shown; counseling records kept apart	B-PF 3, B-PA 5	Use-of-time weeks; calendars; data reports	☐
4c Families	Letters, consent, workshop, translated materials	B-SS 6, B-SS 4	Parent letters with consent slips; family workshop	☐
4d Community	Admin agreement, advisory council, staff collaboration	B-PA 6, B-PA 7, B-PF 7	Conference template Aug 24; minutes Oct 17, Apr 26	☐
No home:	Use of time (76.1% in 2027-28), advocacy and systemic change, short-term counseling volume: see the box below			

ASCA items with no home on this form, and where they will be noted

B-PA 5 use of time (76.1% in 2027-28); B-PF 8 and B-PF 9 (testing coordination); short-term counseling volume in totals. Agreed: noted under 4d and in the comments; use of time reviewed at the Jan 25 mid-year check.

Observation agreed (non-confidential activity, date, length)

Grade 4 Plan It, Pack It lesson, class 4B, Wed Oct 4, 2028, 30 min; lesson plan and pre items sent the day before. No individual counseling observed.

ASCA codes from the School Counselor Performance Appraisal; titles shortened. The mappings are ours, not ASCA's.

State Models and Observation

Check your own state and district documents first · crosswalk from a counselor model if your state has one

Ohio: OSCES (counselor system in state law)

- 6 standards + Metric(s) of Student Outcomes; Ineffective, Developing, Skilled, Accomplished
- Holistic, no weighting; 2 formal observations of 30 min + informal; metrics agreed at the start
- Accomplished: every 3 years, Skilled: every 2 (if outcomes Skilled+); no required forms

Pennsylvania: school counselor framework (revised June 2021)

- Same 4 domains and 22 components as the classroom teacher framework, rewritten
- Planning and Preparation; Educational Environment; Delivery of Service; Prof. Responsibilities
- Distinguished, Proficient, Needs Improvement, Failing; 1A names the ASCA National Model

North Carolina: counseling standards (approved Dec 4, 2008)

- 5 standards parallel to the 5 teaching standards; aligned with the ASCA National Model
- Official evaluation housed in NC Home Base; rubric not available to us (temporarily removed)
- Leadership; respectful environment; comprehensive program; learning for all; reflection

Texas: statute, TEA guidance, association models

- TEC 21.356: commissioner develops a counselor job description and evaluation form
- TEA: avoid evaluating counselors on criteria developed for classroom teachers
- TEA links ASCA's appraisal, T-SCESS (LSSSCA) and TEMPSC 3rd ed. (TCA); 80% time per TEC 33.005

Observation planner

Activity (lesson, workshop, council)	Date, length	Non-confidential?	What the observer should see
		☐ Yes ☐ Check	
		☐ Yes ☐ Check	
		☐ Yes ☐ Check	
		☐ Yes ☐ Check	

Agree at the administrator conference

- ☐ Form of record and version
- ☐ Items with no home, and where noted
- ☐ Student outcome metric (if required)
- ☐ Confidential records not shown
- ☐ Counseling reading of each component
- ☐ Observation activity and date
- ☐ Evidence dates and mid-year check
- ☐ Copy filed for B-PA 8

Notes

State facts summarized from official documents read Nov 11, 2026; check current versions. Not legal advice.

L&T

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