

Iowa Teaching Standards and Criteria

Standard 1

Demonstrates ability to enhance academic performance and support for implementation of the school district's student achievement goals.

The school counselor/social worker:

Criteria	Counselor Duties	Counselor Data Points
a. Provides evidence of student learning to students, families, and staff	-Shares performance/progress information with parents, students, teachers as needed	Solution-focus plans/TAT -test talks -phone log -email
b. Implements strategies supporting student, building, and district goals.	-Initiates and/or participates in the development of student intervention plans	-solution-focus plan/TAT -504 plan -IEP -behavior plans
c. Uses student performance data as a guide for decision-making.	-Counsels students regarding behavior, academics, work completion, classroom procedures and personal concerns	-course selection -registration and scheduling -behavior plan -plan developed with student -student contracts -student contact log
d. Accepts and demonstrates responsibility for creating a classroom culture that supports the learning of every student.	-Collaborates in the implementation of accommodations for specific students	-team meeting notes -504 or solution-focus plans/TAT -IEP
e. Creates an environment of mutual respect, rapport, and fairness.	-Facilitates social skills development	-group curriculum -lesson plans -principal observation -small group counseling -mentoring programs -mediation
f Participates in and contributes to a school culture that focuses on improved student learning.	-Participates on planning teams that develop strategies that help students	-team meetings -conference notes -solution-focus plans/TAT -IEP -504's
g. Communicates with students, families, colleagues, and communities effectively and accurately.	-Communicates with students, families, colleagues, and communities effectively and accurately	-principal observation -phone log -email -newsletter

Iowa Teaching Standards and Criteria

Standard 2

Demonstrates competence in content knowledge appropriate to the teaching position.

The school counselor/social worker:

	Criteria	Counselor Duties	Counselor Data Points
a.			
	Uses knowledge of student	-Participates in development of	-student plan
	development to make	learning/behavior plans for	-phone log, referral sheet,
	accessible for every student.	staff, parents, students, agencies	-release of information
c.		-Uses developmental guidance	-email
	Relates ideas and	-Refers parents to appropriate	-phone log, agency response,
	information within and	outside community resources	copy of plan with reference to
d.	across content areas.	-Consults with school personnel	referral
	Understands and uses	-Uses strategies/lessons that	-meeting notes
	instructional strategies that	meet needs of students through	-lesson plan/or lessons from md,
	are appropriate to the content	individual, small group, and/or	small group, or large group
			-principal observation

Iowa Teaching Standards and Criteria

Standard 3

Demonstrates competence in planning and preparing for instruction.

The school counselor/social worker:

Criteria	Counselor Duties	Counselor Data Points
a. Uses student achievement data, local standards, and the district curriculum in planning for instruction,	-Uses student data, local standards, and district curriculum in planning for instruction	-meeting notes, student plan, etc -notes from staff dev. meeting -lesson from guidance curriculum -student surveys -attendance letter
b. Sets and communicates high expectations for social, behavioral, and academic success of all students	-Participates in the development of social, behavioral, and academic success of all students	-individual/group counseling plan, activities, etc -lesson plan. -ITED/ITBS test talks -parent-teacher conference notes
c. Uses student's developmental needs, backgrounds, and interests in planning for instruction,	-Uses student's development needs, backgrounds, and interests in planning for intervention	-consultation notes -solution focus. JEP. 504 plans/TAT -individual/group/class lessons -scheduling
d. Selects strategies to engage all students in learning,	-Uses strategies/interventions that benefit all students	-transitional activity/plan for new students, those moving to next academic level, etc -lesson/activity that involves whole group
e. Uses available resources, including technologies, in the development and sequencing of instruction,	-Refers students/families to supportive outside programs -Collaborates with teachers in planning career programs, field trips, exposing students to a variety of career/work areas	-referral information -phone log -notes, plans used for career activities

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Standard 4

Uses strategies to deliver instruction that meet the multiple learning needs of students.

The school counselor/social worker:

Criteria	Counselor Duties	Counselor Data Points
<p>a. Aligns classroom instruction with local standards and district curriculum,</p>	<p>-Utilizes district standards to develop curriculum and/or activities</p>	<p>-lesson plan, activity description</p>
<p>b. Uses research-based instructional strategies that address the full range of cognitive levels,</p>	<p>-Exposes students to materials that promote career awareness -Uses research-based strategies in individual/small and/or large group counseling</p>	<p>-activity description, lesson plans on career awareness -Project Alert, 7 Habits of Highly Effective Teens, Why Try? Get Real About Violence curriculum</p>
<p>c. Demonstrates flexibility and responsiveness in adjusting instruction to meet student needs.</p>	<p>-Strategizes with parents and staff in developing individual plans</p>	<p>-Student plan(solution focus, TEP, 504, etc) -scheduling -credit Review -alternative graduation/credit recovery plan -syllabus</p>
<p>d. Engages students in varied experiences that meet diverse needs and promote social, emotional, and academic growth.</p>	<p>-Provides multiple types of activities that provide varied experiences to meet diverse needs and promotes social, emotional, and academic growth</p>	<p>-description of curriculum units -description of career interest inventory/learning inventory activities -description of role in special programs, projects, etc. such as peer mediation, student council, conflict managers, mentors, volunteers</p>

e. Connects students' prior knowledge, life experiences, and interests in the instructional process.	-Communicates special need concerns regarding student/family with staff where circumstances are likely to affect academic/school performance	-meeting notes -email
f. Uses available resources. including technologies, in the delivery of instruction	-Facilitate referrals to various youth organizations/agencies such as YMCA, Big Brother/Big Sister, New Horizons, Police Mentors, Family Resources, Community Health, College Connection, PSED, YVC(Youth Volunteer Corps. Y camps,etc.	-notes from meeting with or phone conversation with parents/students -referral lists/information -Build Respect, Stop Bullying computer program -schedule -vocational rehabilitation notes

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Standard 5

Uses a variety of methods to monitor student learning.

The school counselor/social worker:

Criteria	Counselor Duties	Counselor Data Points
a. Aligns classroom assessment with instruction,	-Demonstrates understanding of and uses assessment data to develop effective intervention	-lesson plan w/ assessment -meeting notes showing discussion of assessment data -test talks -ITED/ITBS assemblies -principal observation
b. Communicates assessment criteria and standards to all students and parents.	-Communicates assessment criteria and standards to students and parents	-test talks -notes from student/parent meetings -description of communication activities w/ parents -email -orientation
c. Understands and uses the results of multiple	-Collaborates with staff and parents in using multiple	-meeting notes -various interest and/or

assessments to guide planning and instruction,	assessments to develop effective interventions	learning style inventories used -TAT -progress monitoring on <i>504</i>
d. Guides students in goal setting and assessing their own learning,	-Guide students in goal setting and assessing their own learning	-lesson plan w/ assessmts used -notes of meeting w/ student to plan course selection -interest/learning/career inventory activities -progress reports -test talks
e. Provides substantive, timely, and constructive feedback to students and parents.	-Advises parents and staff regarding student behavior, social interaction skills, and emotional well-being	-phone log and notes -meeting notes -newsletters -parent contact log -email
f Works with other staff and building and district leadership in analysis of student progress.	-Collaborates with staff and other district leadership in analysis of student progress	-participation on student meetings(solution focus, IEP, <i>504</i> , TAT, etc)

Iowa Teaching Standards and Criteria

Standard 6

Demonstrates competence in classroom management.

The school counselor/social worker:

Criteria	Counselor Duties	Counselor Data Points
a. Creates a learning community that encourages positive social interaction, active engagement, and self-regulation for every student.	-Negotiates conflict situations between students where appropriate	-conflict resolution notes/sheets -follow-up notes on negotiation plans -Build Respect, Stop Bullying computer program
b. Establishes, communicates, models, and maintains standards of responsible student behavior,	-Develops behavior plans for students -Models appropriate student behaviors for school success (life skills, responsibility, work completion, etc.)	-student behavior plan -lesson plan outlining instruction of appropriate behavior -outline of classroom and/or group rules -Career volunteer class -CHAMPS -Character Counts -7 Habits of Highly Effective Teens
c. Develops and implements classroom procedures and routines that support high expectations for student learning,	-Implements and models high expectations for student learning	-outline of classroom and/or group procedures and rules -transitional activities for students entering as new or moving on to next level
d. Uses instructional time effectively to maximize student achievement,	-Reinforces the understanding of skills necessary to be successful in school (organization, active listening, following directions, team work, study skills, etc)	-lessons that address life skills -individual or group [plans and/or activities used to teach/support life skills
e. Creates a safe and purposeful learning environment	-Collaborates with parents/teachers on behavior concerns for the school	-student behavior plan -participation in programs/activities that promote safe learning environment (such as peer mediation, bullying programs/presentations, speakers,

		crisis teams, CHAMPS, Character Counts.)
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Iowa Teaching Standards and Criteria

Standard 7		
Engages in professional growth.		
The school counselor/social worker will:		
Criteria	Counselor Duties	Counselor Data Points
a. Demonstrates habits and skills of continuous inquiry and learning,	-Continues to engage in activities, classes, workshops, and conferences that facilitate continued learning	-transcripts -class notes -degrees of certification/completion -copies of membership certificates -CEU
b. Works collaboratively to improve professional practice and student learning,	-Collaborates with staff/parents/community to improve professional practice and student learning	-team meeting notes -team-teaching with other staff -referral information shared with parents/staff -IEP, 504
c. Applies research, knowledge, and skills from professional development opportunities to improve practice.	-Uses research, knowledge, and skills from professional development opportunities to improve practice.	-notes on presentations and/or consultations to staff -student pre- and post tests -subscription/review of professional journals -newsletters written for building
d. Establishes and implements professional development plans based upon the teacher's needs aligned to the Iowa teaching standards and district/building student achievement goals.	-Establishes and implements professional development plans based upon the counselor's needs aligned to the Iowa teaching standards and district/building student achievement goals	-career plan -description of goals/areas of study to promote professional growth

Iowa Teaching Standards and Criteria

Standard 8

Fulfills professional responsibilities established by the school district.

The school counselor/social worker:

Criteria	Counselor Duties	Counselor Data Points
a. Adheres to board policies, district procedures, and contractual obligations,	-Adheres to board policies, district procedures, and contractual obligations	-description of job roles -principal observation
b. Demonstrates professional and ethical conduct as defined by state law and individual district policy,	-Demonstrates professional and ethical conduct as defined by state law and individual district policy	-principal observation
c. Contributes to efforts to achieve district and building goals.	-Contributes to efforts to achieve district and building goals	-participation in building staff development meetings -student meeting notes/plans
d. Demonstrates an understanding of and respect for all learners and staff.	-Demonstrates an understanding of and respect for all learners and staff	-collaboration with staff/parents on student plans
e. Collaborates with students, families, colleagues, and communities to enhance student learning,	-Collaborates with students, families, colleagues, and communities to enhance student learning	-facilitates referrals to agencies, organizations such as YMCA, Big Brother/Big Sister, New Horizons, Police Mentors, Family Resources, Community Health, College Connection, PSED, YVC (Youth Volunteer Corps, and Y camps -referral information exchange with outside agencies (DHS, mental health professionals, law enforcement personnel, etc)