



### **Top Ten Things to Consider when Preparing to Implement the NJSCA Evaluation Model**

1. Review the forms from the NJSCA model
2. Get district participation and agreement to use the NJSCA model
3. Complete the self-assessment
4. Discuss with your supervisor expectations for the year (e.g. school goals, counseling department goals)
5. Discuss how new evaluation model does not “rate” school counselors after each evaluation. Just observable evidence from what the evaluator saw (no room for subjectivity).
6. Develop mock SGO’s
7. Mid-year evaluation is different from other models as it does give you a mid-year checkpoint on strengths / weaknesses. What has been observed and a rating to date (so no surprises at the end).
8. Final evaluation is a culmination of all the observable evidence in each category through the year (announced/unannounced observations) which lead to a rating based on rubric.
9. Indicators are examples and not meant to be all inclusive as there is a degree of variation from district to district
10. Some standards in observations may state “not observed” as the evaluator is only putting in information based on what he/she observed during the timeframe of the observation