

## Evaluation Model Implementation

1. Secure the support and buy in to the NJSCA model from within the counseling department. This coupled with the administrative leaders of the school are needed for step 2.
2. Present the model and its benefits to the DEAC (district evaluation and assessment committee). In addition to the benefits, the focus should be on no additional costs to the school/district, no additional staff training for evaluators that have already implemented a Danielson model.
3. Once approved, work with the tech to upload the NJSCA model in TeachScape, My Learning Plan or other evaluation tool. There is no cost and the change can occur immediately.
4. Use NJSCA training videos for inservice training for the staff.
5. PD for department counselors with developing their SGOs, if required.
6. Review samples of artifacts.
7. Review examples of effective versus highly effective counselors.
8. Make sure to upload Pre-observation form for non-tenured.
9. Observe using form 1-3 times non-tenured.
10. Make sure Summative is uploaded as well.