| **Counseling Rubric** | **2013-14**  **Introduction & Planning** | **2014-15**  **Pilots The Rubric** | **2015-16**  **Full Implementation** |
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| * Counseling Committee develop Counseling Rubric. * Current Alliance Wide Bonus Structure. | * Pilot the **Counseling Rubric at 2-3 schools.** * Develop Performance Pie. * Current Alliance Wide Bonus Structure. | * **Implement** Counseling Rubric **at all schools.** * **Performance Based** **Bonus Compensation** takes effect. |
| **PD Counselors** | * Fall-Counselor Rubric Committee presents domains and standards for approval * Spring- Committee will present final draft upon senior Alliance leadership approval. | * Alliance-wide PD every 10 weeks focused on examining the **Counselor Rubric**, exploring the **standards**, for the 2015-2016 school year. * **Monthly PD** for 2-3 pilot schools * Revise **Counseling Curriculum** to embed new standards. | * **Alliance-wide PD** every 10 weeks focused on implementing Counseling Rubric, facilitating and integrating **standards** into the curriculum. * **Monthly PD** for Counselors to support ongoing transition to rubric standards. |
| **PD Principals/APs** |  | * Principals and Assistant Principals learn about major shifts associated with Counseling Rubric, curriculum that supports rubric, and indicators of success. * Provide on-going support to Principals and Assistant Principals at 2-3 pilot schools. | * Principals and Assistant Principals **recognize and support** the integration of Counseling Rubric. * Provide **ongoing support.** |

**Counselor Rubric Explanation & Rationale:**

The Counseling Rubric was developed by a committee of 11 members including counselors, administrators, an alumni tracker and the Director of Parent Engagement. The team met several times during the fall of 2013 to establish the domains and standards. To inform the rubric, the committee used a variety of documents and tools to inform its development. These documents included other CMO’s Counseling rubrics, national and state Counseling standards, along with other researched based proven practices in the various domains.

**Professional Development for Counselors Explanation & Rationale:**

The Counseling Rubric implementation will begin in 14-15, as a pilot at 2-3 schools. Rubric will be recalibrated after pilot year. While these pilot schools will receive on-going support in the implementation of the rubric, all Counselors will begin exploring the various standards monthly and at the quarterly Alliance wide PD.

**Professional Development for Principals Explanation & Rationale:**

In the 14-15 school year Principals and Assistant Principals will become familiarized on new Counselor Rubric domains and standards. Pilot school administrators will receive ongoing support. Ongoing support will be provided to administrators in 15-16.