

SELF EVALUATION SURVEY

FOR COUNSELORS

Directions: Napa Valley College strives to recognize counseling practices that are ethically and theoretically sound, research-based, and linked to student success. Before your first meeting with your coaches, study the components of the tenured evaluation. Identify areas of strengths, as well as those areas that could be improved. Write goals and identify professional development activities that will assist you in improving those components of the evaluation that you feel need development. Share this Pre-Self Evaluation with your coaches at your first meeting.

There are many theoretical approaches to counseling. With the application of any counseling theory or practice, counselors must always abide by the American Counseling Association (ACA), Code of Ethics, as well as the Core Functions within the _____ and not intended for administrative use.

Tenured Counseling Faculty :

- x Demonstrate current practices regarding the legal and ethical standards of the counseling profession
- x Demonstrate competency and currency in their discipline and work towards increased student success and retention, for diverse populations
- x Are grounded in counseling theory and learning theory for diverse populations
- x Are viewed as leaders and experts, actively seek opportunities to work collaboratively with other professionals, staff, students and administration to implement division and institutional goals and outcomes

* Note: The Standards of Practice for California Community College Counseling Programs, adopted spring, 1997, by the Academic Senate for CCCs, is currently under revision.

Counselors apply ethical standards,

2. Counselors create counseling environments beneficial to the intellectual, emotional, cultural, and special needs of students:

This is an area of strength for me

I want to work on this

Doesn't apply to me

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A. Provides a comfortable welcoming, respectful environment for students during counseling appointments

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B. Counseling hours are posted and promoted through campus support systems and faculty Webpage

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C. Counseling sessions assist students in meaningful decision-making and the setting of realistic and manageable goals

Professional Development Plan
Professional Activities
A.
B.

C.

4.

5. Identify and advise under -prepared and at -risk students early in the semester and throughout the semester:

This is an area of strength for me	I want to work on this	Doesn't apply to me		Professional Activities
‘	‘	‘	A. Utilizes an 'early alert' system	A.
‘	‘	‘	B. Provides monitoring and intervention systems for students at-risk of academic failure	B.
‘	‘	‘	C. Works with professionals across disciplines to develop success systems for students	C.
‘	‘	‘	D. Provides education and training to faculty, staff and students to assist in identifying and addressing key counseling issues for at-risk populations	D.
				Completion Date

WORKS RESPONSIBLY IN COMMITTEE/PROGRAMS/COLLEGE/COMMUNITY

6. Tenured faculty work collaboratively with others to implement departmental and institutional goals. They demonstrate understanding of college organization and procedures, and explore ways in which their expertise and talents contribute to the college:

Need	Strengths	NA		Professional Activities
‘	‘	‘	A. Actively attends weekly/monthly meetings and completes duties of assigned Senate committees and/or Faculty Association and District committees	A.
‘	‘	‘	B.	

CAREER COUNSELING

9. Counseling faculty should teach the career development process, including its importance for setting and achieving academic and life goals.

Need Strengths NA

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A. Career counseling/development is approached as a holistic and lifelong process, in which students examine their values, interests, skills, abilities, labor market trends, and life circumstances

Professional Activities

A.

LAW AND ETHICS

11. Professional and ethical practice is the cornerstone of high quality counseling services. As ethical and legal issues arise in the course of providing services, one must know and determine the laws that pertain to each situation.

Need	Strengths	NA				
☐	☐	☐	A. Provides personal counseling and crisis intervention, with a working knowledge of assessment and diagnosis, based on the DSM IV TR, or makes appropriate referral	<table border="1"> <tr> <td data-bbox="1154 415 1430 457">Professional Activities</td> </tr> <tr> <td data-bbox="1154 457 1430 583">A.</td> </tr> </table>	Professional Activities	A.
Professional Activities						
A.						
☐	☐	☐	B. Practices strict confidentiality with students and maintains current knowledge regarding acceptations to confidentiality, including all permissible disclosures and mandated reporting laws	<table border="1"> <tr> <td data-bbox="1154 583 1430 772">B.</td> </tr> </table>	B.	
B.						
				<table border="1"> <tr> <td data-bbox="1154 772 1430 863">Completion Date</td> </tr> </table>	Completion Date	
Completion Date						

12.