

Internal Factors	Weight	Rating	Weighted Score	comment
<b>Microsystemic Strengths</b>				
Licensure	0.7	1	0.7	School Counselor Resume
National Credential	0.1	1	0.1	School Counselor Resume
Special Ed Knowledge	0.2	4	0.8	Has lead IEPs, school values
<b>Microsystemic Weaknesses</b>				
Collaboration	0.8	0.1	0.08	Has skill but doesn't use it.
Data Analysis Knowledge	0.2	0.1	0.02	Unskilled, no evidence of results reports
<b>Macrosystemic Strengths</b>				
Bullyproofing program	0.6	1	0.6	Document Review, counseling calendar
Peer Helpers	0.2	0.8	0.16	Interview with student, in place but students don't utilize
Strong referral network	0.2	0.5	0.1	Referral records
<b>Macrosystemic Weaknesses</b>				
Career Programming	0.65	0.4	0.26	Focus group identified a desire for more. School would like small groups but counseling program does
Small Group Counseling	0.35	0	0	not offer
<b>Total scores</b>	<b>= 1.00</b>		<b>2.82</b>	