

Option 1: School Social Worker Evaluation Report

(Three point rating scale)

The Evaluation Report is used to summarize the supervisor’s rating of performance for each criterion at the end of the evaluation process.

School Social Worker: _____ Supervisor: _____

Schools/Area/Districts: _____ Date: ____/____/____

Classification: Beginning SSW Experienced SSW

	Meets Expectations	Progressing Toward Meeting Expectations	Does Not Meet Expectations
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The School Social Worker:

Criteria:

1. The school social worker demonstrates commitment to the values and ethics of the social work profession and abides by NASW’s Code of Ethics as a guide to ethical decision making.
2. The school social worker demonstrates an understanding of human behavior in the social environment
3. The school social worker implements various practice modalities to empower disadvantaged and oppressed populations.
4. The school social worker uses research to inform practice and understand social policies related to services in schools.
5. The school social worker demonstrates knowledge about child development and biological factors that affect students’ ability to function effectively in school.
6. The school social worker demonstrates knowledge of the influences of socioeconomic status, gender, culture, disability, and sexual orientation on educational opportunities for students.
7. The school social worker demonstrates an understanding of how emphasizing students’ strengths and protective factors can enhance educational success.

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	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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16.

Meets
Expectations

Progressing
Toward
Meeting
Expectations

Does
Not Meet
Expectations

8. The school social worker demonstrates an understanding of the needs of the special learning incorporating I.D.E.A., 504, case management, bio-psychosocial assessment, consultation, and process coordination.

9. The school social worker demonstrates an understanding of the historical and current perspectives of public school education, educational reform and legislation affecting educational opportunity, problems, and policy issues.

10. The school social worker demonstrates understanding of the local education agency as a system.

11. The school social worker demonstrates knowledge and understanding about approaches to teaching and learning including the roles and areas of competence of various professionals in the local education agency.

12. The school social worker demonstrates knowledge and understanding about how family dynamics, health, wellness, mental health, and social welfare policies, programs, and resources in the community impact student's success in the school environment.

13. The school social worker gathers data using multiple methods and sources to assess the need, characteristics, and interactions of students, families, local education agency personnel, individuals, and groups in the neighborhood and community.

14. When appropriate, the school social worker collects information to document and assess aspects of the biological, medical, psychological, cultural, sociological, emotional, legal, and environmental factors that affect student's learning.

15. The school social worker integrates bio-psychosocial assessment data into reports that include educationally relevant recommendations as well as performance objective and measurable outcomes as needed.

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	Meets Expectations	Progressing Toward meeting Expectations	Does Not Meet Expectations
17. The school social worker demonstrates an understanding of current and proposed policies, analyze their affect on students, and advocate for policies that maximize student success.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. The school social worker demonstrates skills to assess problems and determine whether interventions should occur at the primary, secondary, or tertiary level.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. The school social worker’s practice incorporates empirically supported interventions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. The school social worker shares research and practice evaluation findings through in-service training, conferences, and/or publications.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. The school social worker works effectively with individuals and groups who have diverse interests, but whose common purpose is to develop programs or systems of care that support and enhance the health, social and emotional well-being, and safety of students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. The school social worker supports the development and implementation of comprehensive school-based and school-linked programs that promote student health and mental health.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. The school social worker coordinates community resources that support students’ success.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. The school social worker remains knowledgeable of reforms in education and best practice models in the social work profession.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. The school social worker assists in the ongoing development of school social work.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. The school social worker may provide field instruction through the supervision of school social work interns and through the provision of other appropriate learning experiences in relation to schools social work practice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Supervisor's Summary (commendable items may be included):

Recommendation for employment:

Renewal of Employment: Yes No

SSW's comments:

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* _____ Date ____/____/____

Signature of SSW

Signature of Supervisor

*Note: My signature on this evaluation indicates that I have seen this document. It does not necessarily indicate that I agree with the evaluation. I understand that I have the right to respond in writing to the statements and/or evaluation within (district determines number) working days and that my comments will be attached to the evaluation form in my personnel file.

1 copy – SSW

1 copy – Supervisor

1 copy – Personnel File