

## School Social Worker Summary Rating Form (Required)

This form is to be jointly reviewed by the schools social worker and evaluator or designee during the Summary Evaluation Conference conducted at the end of the year. Principals are required to complete this form for Initially Licensed School Social Workers. The principal's designee may complete it for Probationary School Social Workers who are not Initially School Social Workers and for Career School Social Workers.

Name: \_\_\_\_\_  
 School: \_\_\_\_\_ School Year: \_\_\_\_\_  
 Evaluator: \_\_\_\_\_ District: \_\_\_\_\_  
 Date Completed: \_\_\_\_\_ Evaluator's Title: \_\_\_\_\_

### Standard I: School Social Workers demonstrate leadership

Elements	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished
a. School Social Workers demonstrate leadership in the school.					
b. School Social Workers enhance the social work profession.					
c. School Social Workers advocate for students, families, schools, and communities.					
d. School Social Workers demonstrate high ethical standards.					
<b>Overall Rating for Standard I</b>					
Comments:   Recommended actions for improvement:   Resources needed to complete these actions:	Evidence or documentation to support rating: <ul style="list-style-type: none"> <li><input type="checkbox"/> Use of data to guide service delivery.</li> <li><input type="checkbox"/> Professional Association membership and Activities.</li> <li><input type="checkbox"/> Participation on Professional Learning Communities.</li> <li><input type="checkbox"/> Facilitation of Child &amp; Family team meetings.</li> <li><input type="checkbox"/> Minutes and rosters from meetings.</li> <li><input type="checkbox"/> Follow-up information provided to colleagues.</li> <li><input type="checkbox"/> Written work plan.</li> <li><input type="checkbox"/> Presentation materials</li> <li><input type="checkbox"/> Correspondence and other written communications.</li> <li><input type="checkbox"/> Case Notes.</li> <li><input type="checkbox"/> Reports of services provided.</li> <li><input type="checkbox"/> Satisfaction surveys.</li> <li><input type="checkbox"/> Ethics training documentation.</li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> </ul>				

**Standard II: School Social Workers promote a respectful environment for diverse populations.**

Elements	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished
a. School Social Workers promote an environment in which each student has a positive, nurturing relationship with caring adults.					
b. School Social Workers embrace diversity in the school, home, community, and world.					
c. School Social Workers treat students as individuals.					
d. School Social Workers provide services that benefit students with special needs.					
e. School Social Workers work collaboratively with families and significant adults in the lives of students.					
<b>Overall Rating for Standard II</b>					
<p>Comments:</p>     <p>Recommended actions for improvement:</p>    <p>Resources needed to complete these actions:</p>		<p>Evidence or documentation to support rating:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Assessments of student needs</li> <li><input type="checkbox"/> Case Management Plans</li> <li><input type="checkbox"/> Notes from parent and/or family conferences</li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> </ul>			

**Standard III: School Social Workers apply the skills and knowledge of their profession within educational settings.**

Elements	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished
a. School Social Workers deliver comprehensive services unique to their specialty area.					
b. School Social Workers possess effective communication skills.					
c. School Social Workers recognize the interconnectedness of academic, social, emotional, and psychological development					
d. School Social Workers facilitate student acquisition of 21 <sup>st</sup> century skills.					
<b>Overall Rating for Standard III</b>					
<p>Comments:</p>           <p>Recommended actions for improvement:</p>           <p>Resources needed to complete these actions:</p>	<p>Evidence or documentation to support rating:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Individual records.</li> <li><input type="checkbox"/> Counseling or group work rubrics.</li> <li><input type="checkbox"/> Evidence of student understanding.</li> <li><input type="checkbox"/> Student self-assessment and surveys.</li> <li><input type="checkbox"/> Social work notes.</li> <li><input type="checkbox"/> Work plan establishing goals.</li> <li><input type="checkbox"/> Attendance records.</li> <li><input type="checkbox"/> Discipline referrals (ISS and OSS).</li> <li><input type="checkbox"/> Dropout, graduation.</li> <li><input type="checkbox"/> Grades and test scores.</li> <li><input type="checkbox"/> Referrals to other agencies.</li> <li><input type="checkbox"/> Child and family meetings, agency meetings.</li> <li><input type="checkbox"/> Agendas from meetings.</li> <li><input type="checkbox"/> Referrals to school-based services.</li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> </ul>				



**Standard V: School Social Workers actively reflect on their practice.**

Elements	Not Demonstrated	Developing	Proficient	Accomplished	Distinguished
a. School Social Workers analyze student learning.					
b. School Social Workers link professional growth to their professional goals.					
c. School Social Workers function effectively in a complex, dynamic environment.					
<b>Overall Rating for Standard V</b>					
<p>Comments:</p>  <p>Recommended actions for improvement:</p>  <p>Resources needed to complete these actions:</p>	<p>Evidence or documentation to support rating:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Self-assessment.</li> <li><input type="checkbox"/> Documentation of continuing education – articles, conferences.</li> <li><input type="checkbox"/> Feedback from students, community members, colleagues.</li> <li><input type="checkbox"/> Professional development syllabi.</li> <li><input type="checkbox"/> Work plans.</li> <li><input type="checkbox"/> Evaluation tool.</li> <li><input type="checkbox"/> Student outcome data.</li> <li><input type="checkbox"/> Logs.</li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> <li><input type="checkbox"/></li> </ul>				

\_\_\_\_\_  
School Social Worker Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Principal/Evaluator Signature

\_\_\_\_\_  
Date

Comments Attached: \_\_\_\_\_ YES \_\_\_\_\_ NO

\_\_\_\_\_  
Principal/Evaluator Signature

\_\_\_\_\_  
Date

*(Signature indicates questions above regarding comments has been addressed)*

*Note: The School Social Worker's signature on this form neither represents acceptance nor approval of the report. It does, however, indicate that the School Social Worker has reviewed the report with the evaluator and may reply in writing. The signature of the principal or evaluator verifies that the report has been reviewed and that the proper process has been followed according to the North Carolina State Board of Education Policy for the School Social Worker Evaluation Process.*