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.					
Overall Rating for Standard I					

Comments:	Evidence or documentation to support rating:
Recommended actions for improvement: Resources needed to complete these actions:	☐ Use of data to guide service delivery. ☐ Professional Association membership and Activities. ☐ Participation on Professional Learning Communities. ☐ Facilitation of Child & Family team meetings. ☐ Minutes and rosters from meetings. ☐ Follow-up information provided to colleagues. ☐ Written work plan. ☐ Presentation materials ☐ Correspondence and other written communications. ☐ Case Notes. ☐ Reports of services provided. ☐ Satisfaction surveys. ☐ Ethics training documentation. ☐ ☐ ☐ ☐

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.					
Overall Rating for Standard II					

Comments:	Evidence or documentation to support rating:
Recommended actions for improvement:	☐ Assessments of student needs ☐ Case Management Plans ☐ Notes from parent and/or family conferences ☐ ☐ ☐ ☐
Resources needed to complete these actions:	

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 21st century skills.					
Overall Rating for Standard III					

Comments:	Evidence or documentation to support rating:
	☐ Individual records. ☐ Counseling or group work rubrics. ☐ Evidence of student understanding. ☐ Student self-assessment and surveys. ☐ Social work notes. ☐ Work plan establishing goals. ☐ Attendance records. ☐ Discipline referrals (ISS and OSS). ☐ Dropout, graduation. ☐ Grades and test scores. ☐ Referrals to other agencies. ☐ Child and family meetings, agency meetings. ☐ Agendas from meetings. ☐ Referrals to school-based services. ☐ ☐ ☐
Recommended actions for improvement:	
Resources needed to complete these actions:	☐

Standard IV: School Social Workers promote student learning.

Elements	Developing	Proficient	Accomplished	Distinguished	Not Demonstrated
a. School Social Workers use a variety of strengths-based methods.					
b. School Social Workers help students develop critical thinking and problem-solving skills.					
c. School Social Workers support students as they develop leadership skills.					
Overall Rating for Standard IV					

Comments:	Evidence or documentation to support rating:
Recommended actions for improvement:	☐ Program and training rubrics. ☐ Membership lists for community projects. ☐ Meeting minutes and agendas. ☐ Newspapers about student activities. ☐ Assessment protocols. ☐ Referrals. ☐ Social work logs and notes. ☐ Intervention progress notes. ☐ Documentation of interventions and outcomes. ☐ ☐ ☐ ☐
Resources needed to complete these actions:	

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.					
Overall Rating for Standard V					

Comments:	Evidence or documentation to support rating:
Recommended actions for improvement:	☐ Self-assessment. ☐ Documentation of continuing education – articles, conferences. ☐ Feedback from students, community members, colleagues. ☐ Professional development syllabi. ☐ Work plans. ☐ Evaluation tool. ☐ Student outcome data. ☐ Logs. ☐ ☐ ☐ ☐
Resources needed to complete these actions:	

_____ _____

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.