



**NC Public Schools  
READY for Success**

**School Social Workers  
Evaluation Process Training  
2012-2013**



# Learning Objectives

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- Review the Evaluation Process steps
- Review Framework for 21<sup>st</sup> Century Learning
- Understand the North Carolina Professional Standards and Elements
- Understand the Evaluation Process for School Social workers
- Understand the Vision for School Social Work

<http://ncees.ncdpi.wikispaces.net/School+Social+Workers+Evaluation+Process+Training>

# Evaluation Process



## Training and Orientation

Within 2 weeks on the job

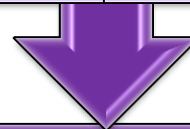
The plan and a schedule



## Self -Assessment

SW rates performance

Reflects through-out the year



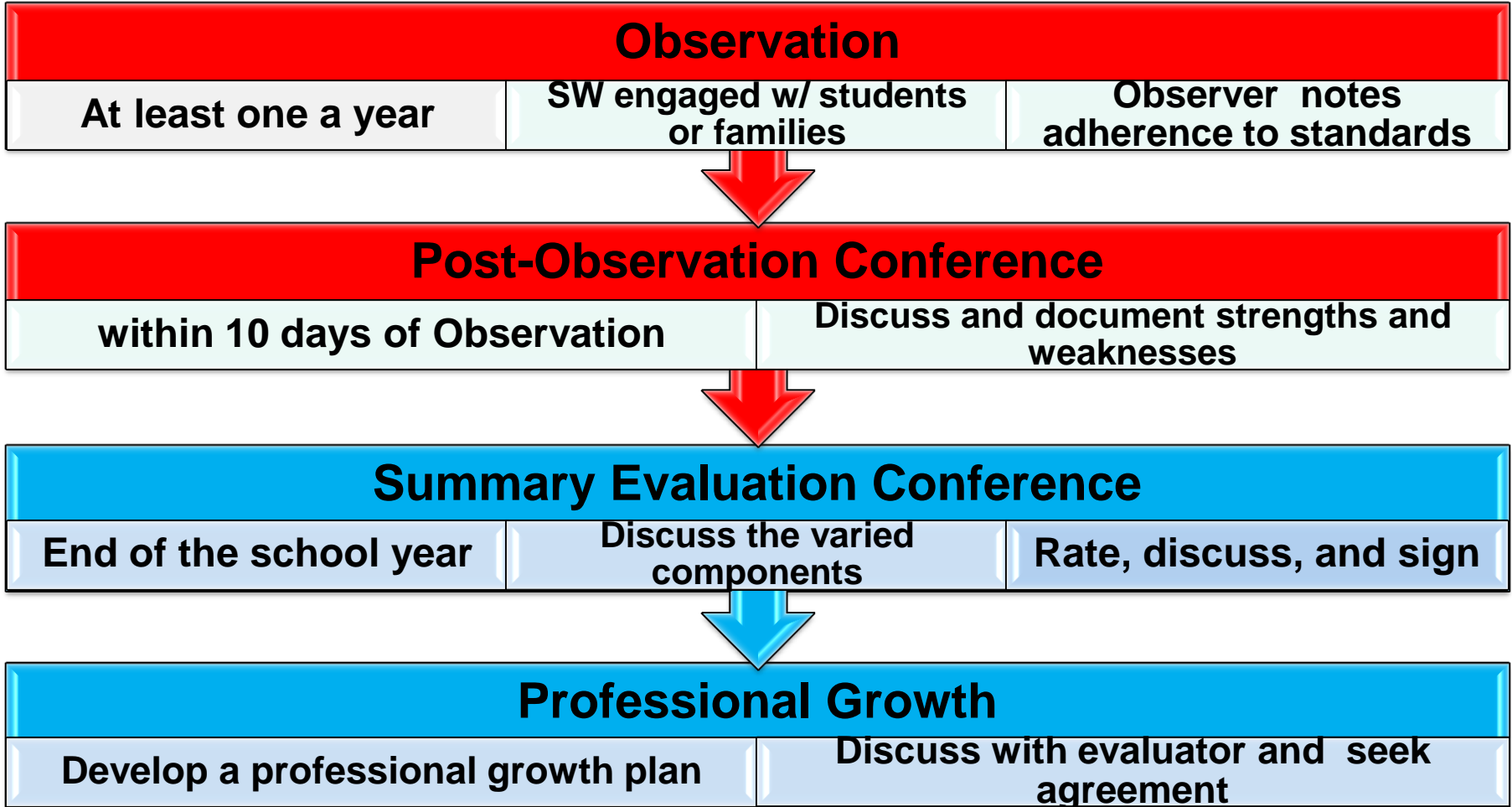
## Pre-Observation Conference

SW and evaluator meet

Provides plans

Prep for observation

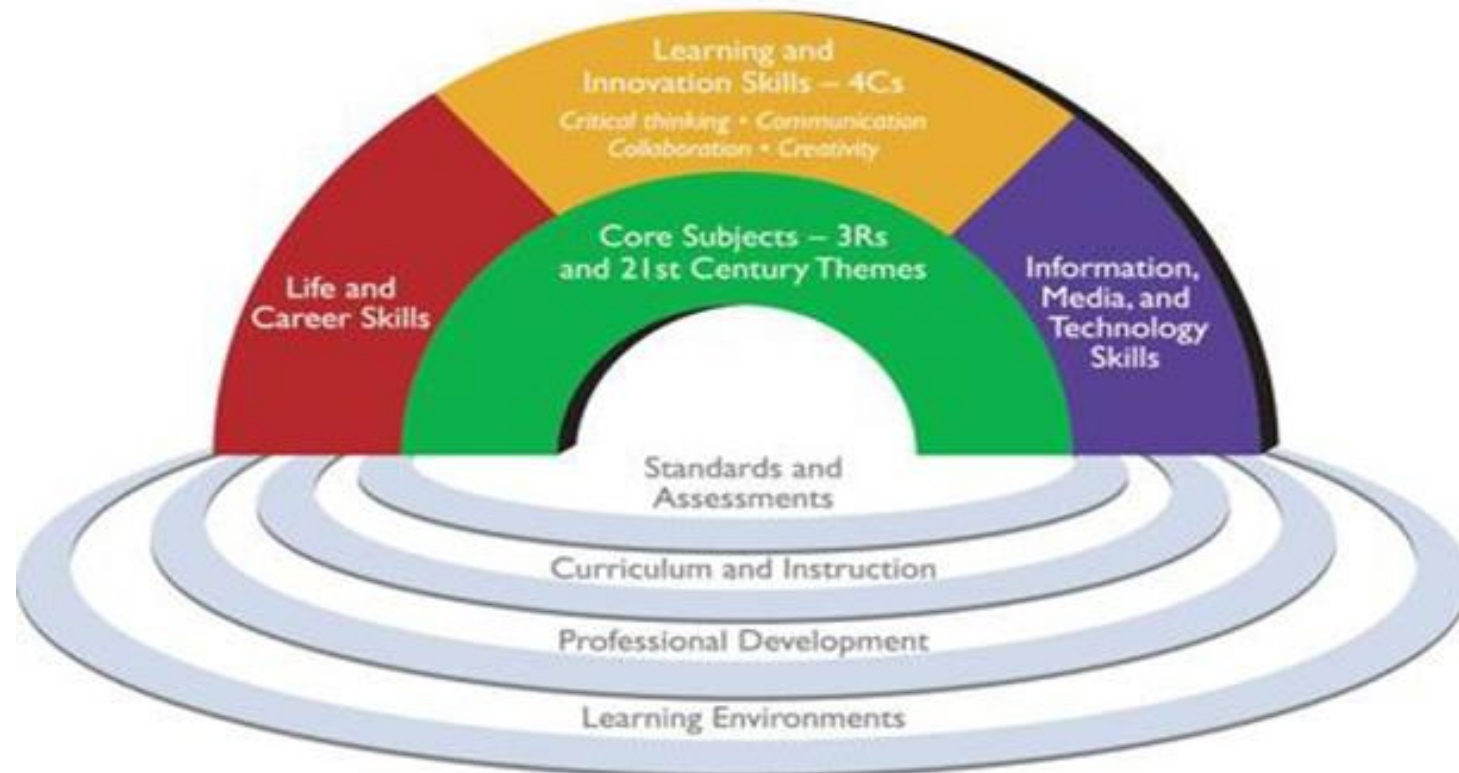
# Evaluation Process



# Framework for 21<sup>st</sup> Century Learning



## 21st Century Student Outcomes and Support Systems



For more information, visit the Partnership's Web site at <http://p21.org>

# The Standards: *School Social Workers*



## Standard 1

**Demonstrate Leadership.**

## Standard 2

**Promote a respectful environment for diverse populations.**

## Standard 3

**Apply the skills and knowledge of their profession.**

## Standard 4

**Support student learning.**

## Standard 5

**Actively reflect on their practice.**

# Standard One

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## School Social Workers Demonstrate Leadership

# Standard One Elements



**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



# Standard Two

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**School Social Workers  
promote a respectful environment  
for diverse populations**

# Standard Two Elements



**A**

- School Social Workers promote an environment in which each student has a positive, nurturing relationship with adults.

**B**

- School Social Workers embrace diversity in the school, home, community, and world.

**C**

- School Social Workers treat students as individuals

# Standard Two Elements



**D**

- School Social Workers promote services that benefit students with special needs.

**E**

- School Social Workers work collaboratively with families and significant adults in the lives of students

# Standard Three

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**School Social Workers  
apply the skills and knowledge of  
their profession within  
educational settings**

# Standard Three Elements



**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 and societal challenges.

**D**

- School Social Workers facilitate student acquisition of twenty-first century skills.

# Standard Four

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## School Social Workers support student learning

# Standard Four Elements



**A**

- School Social Workers deliver comprehensive services unique to their specialty area.

**B**

- School Social Workers help students develop critical thinking and problem-solving skills.

**C**

- School Social Workers support students as they develop leadership qualities.

# Standard Five

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## **School Social Workers actively reflect on their practice**



# Standard Five Elements



**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.

# Standards Activity

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- Divide into five groups
- Decide what the standard is about including the elements
- Key ideas from the standard
- What is the standard not about?

# Review the Rating Scale



**Distinguished**



**Accomplished**



**Proficient**



**Developing**

# Scenarios Activity

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Review the standard and elements

- Rate yourself for this standard
- Read the scenario
- Rate the person in the scenario

# Scenarios Activity

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How does one move up the continuum?

- Developing to Proficient
- Proficient to Accomplished
- Accomplished to Distinguished

# Artifact Suggestions

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**Daily Plans**

**Professional  
Development**

**Student  
Achievement  
Data**

**Student  
Dropout Rate**

**School  
Improvement  
Plan**

**School  
Improvement  
Team**

# Reflective Questions

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- What additional information do I need?
- What are the responsibilities of my administrator/supervisor?
- What are my responsibilities?
- How can I create my own independent learning for the knowledge I gained today?

# NCEES Wiki Site



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## NCEES Wiki Site

<http://ncees.ncdpi.wikispaces.net/NCEES+Wiki>

## Support Staff Page

<http://ncees.ncdpi.wikispaces.net/Support+Staff+2012-13>

## School Social Workers Training Page

<http://ncees.ncdpi.wikispaces.net/School+Social+Workers+Evaluation+Process+Training>



# Survey



Live survey link:

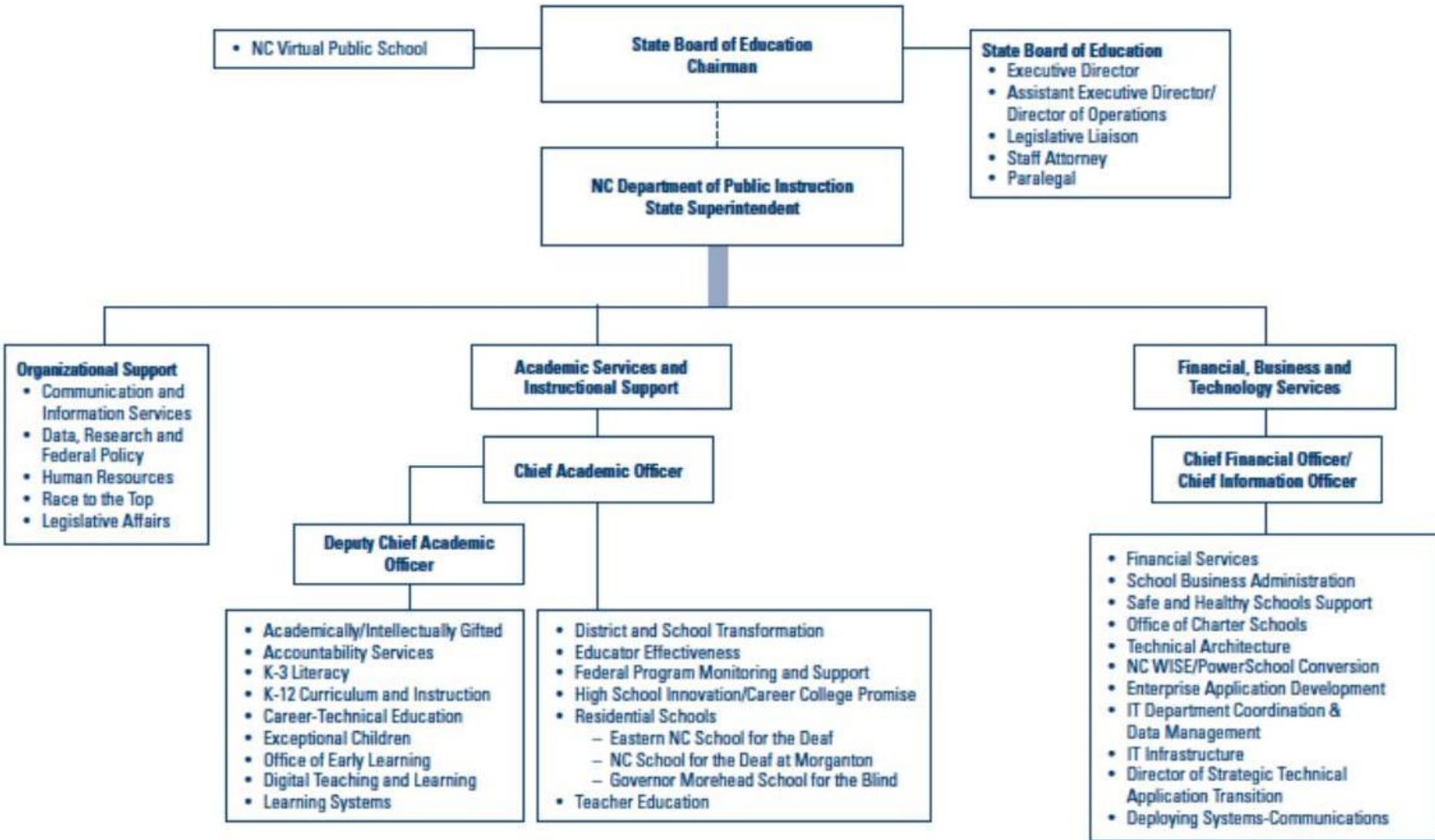
[www.go.ncsu.edu/webinar](http://www.go.ncsu.edu/webinar)

An email will be sent to all registered webinar participants with the survey link.



# Public Schools of North Carolina Organizational Chart

August 2013





# NC Public Schools READY for Success

## Closing Remarks

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