

**Huntington Public Schools
Annual Professional Performance Review**

Social Worker: _____ **Date:** _____

Assignment: _____ **School:** _____

Note: If not observed please indicate N/A in first column.

	<u>Effective</u>	<u>Needs Improvement</u>	<u>Unsatisfactory</u>
1. <u>Content Area</u> The social worker:			
a. Shows a thorough knowledge of school social work practice and community resources	_____	_____	_____
b. Shows knowledge of changes in curriculum and assessment and practices	_____	_____	_____
c. Is proficient in the provision of interventions: community referral strategies and development of social histories	_____	_____	_____
2. <u>Preparation</u> The social worker:			
a. Is well organized, keeps accurate records, and demonstrates preparation in delivery of services	_____	_____	_____
b. Demonstrates an understanding of State mandates	_____	_____	_____
c. Demonstrates knowledge of necessary pedagogical practices to provide consultation and support for instruction	_____	_____	_____
d. Demonstrates clarity in preparation	_____	_____	_____
e. Uses varied techniques in the delivery of services	_____	_____	_____
f. Provides written materials that are clear and appropriate	_____	_____	_____
3. <u>Session Delivery</u> When working with students The social worker:			
a. When working with students displays appropriate social work/student interaction	_____	_____	_____
b. When working with students conducts meaningful session(s) that are targeted to meeting ERSS/IEP goals	_____	_____	_____
c. When working with students is responsive to student comments/questions	_____	_____	_____
d. Provides individual and/or group counseling services	_____	_____	_____
e. When working with students uses materials and language that are appropriate for level of student	_____	_____	_____
f. Demonstrates flexibility in addressing student needs	_____	_____	_____
4. <u>Management</u> When working with students The social worker:			
a. When working with students demonstrates skills that are supportive of diverse student learning and social needs	_____	_____	_____
b. Creates a environment that is conducive to student growth	_____	_____	_____
c. Manages student behavior effectively	_____	_____	_____
d. Gives positive reinforcement to all students	_____	_____	_____
e. Provides opportunities for all students to experience success	_____	_____	_____

		<u>Effective</u>	<u>Needs Improvement</u>	<u>Unsatisfactory</u>
5. <u>Student development</u>	The social worker:			
a. Demonstrates knowledge of student developmental stages		_____	_____	_____
b. Shows both an understanding of and an appreciation for diversity in students and their outlooks		_____	_____	_____
c. Engages in the regular application of developmentally appropriate strategies for the benefit of all students		_____	_____	_____
d. Takes an active role in student crisis situations		_____	_____	_____
6. <u>Student Assessment</u>	The social worker:			
a. Demonstrates appropriate use of techniques in assessment of student functioning		_____	_____	_____
b. Utilizes appropriate interventions based on student functioning		_____	_____	_____
7. <u>Case Management</u>	The social worker:			
a. Assess interactions between student, school, home, and community environments		_____	_____	_____
b. Demonstrates that he or she develops effective collaborative relationships with students, parents, colleagues, support personnel and community resources to meet the needs of students		_____	_____	_____
c. Develops appropriate interventions for students, staff and family members based on assessment		_____	_____	_____
d. Coordinates delivery of service(s) across school, home, and community environments		_____	_____	_____
e. Provides follow-up to access effectiveness of interventions and if necessary, develop alternative interventions		_____	_____	_____
7. <u>Collaboration</u>	The social worker:			
a. The school social worker provides consultation to administration, faculty, staff, students, community members		_____	_____	_____
b. Keeps the building administration advised of sensitive student issues		_____	_____	_____
c. Serves as a member of the CSE/CPSE/, CST/IST/SRT, and or 504 team		_____	_____	_____
d. Participates in the development of IEP's, FBA's and BIP's.		_____	_____	_____
e. Presents on topics of special interests to appropriate groups		_____	_____	_____
8. <u>Reflective and Responsive Practice</u>	The social worker:			
a. Demonstrates that his or her practice is reviewed, effectively assessed, and appropriate adjustments are made on a continuing basis		_____	_____	_____
b. Demonstrates that he or she continues to enhance professional practice		_____	_____	_____

Comments:

I have received a copy of this report.

Social Worker: _____

Date: _____

Chairperson/Director: _____

Principal: _____