

JR. HIGH/ELEMENTARY COUNSELOR EVALUATION COMPONENTS AND FORMS

PART A: EVALUATION FORM FOR JR HIGH/ELEMENTARY SOCIAL WORKER

Name: _____

Evaluation Year: _____

School Assignment/Position: _____

Evaluation of the effectiveness of being a social worker is basic to improved instruction and professional growth. The criteria listed in each category of performance will assist both social workers and evaluators in the evaluation process and in order to draw conclusions regarding the overall effectiveness of the social worker. Social workers will be rated as highly effective, effective, improvement necessary, or ineffective based on the evaluation criteria and student growth data.

Evaluators Will Use the Following Rubrics to Score Each Question:

Highly Effective - Performance consistently exhibits multiple strengths that have a strong, positive impact on students and the school climate. The social worker serves as a model. Areas for professional growth are self-directed. Score = 3

Effective - Performance typically exhibits multiple strengths that favorably impact students and the school climate. The social worker serves as a model in some areas. Areas for professional growth are generally self-directed. Score = 2

Improvement Necessary - Performance typically exhibits strengths that impact favorably on students and school climate. Areas of professional growth can be identified. Score = 1

Ineffective - Performance frequently exhibits weaknesses that negatively impact students and the school climate. Areas for professional growth will be identified, and an improvement plan will be developed. Direct and immediate intervention is required by administrator. Score = 0

Academic Achievement: Social workers utilize data, knowledge of current trends, and standards to impact academic achievement and to engage all students in critical thinking. Scoring is a 3, 2, 1 or 0 for each question with 21 points possible.

_____ 1. The social worker utilizes data to monitor student achievement and works collectively with stakeholders to enhance student success.

_____ 2. The school demonstrates knowledge of current trends in student development and academic achievement. .

_____ 3. The school supports all students in making decisions, setting goals and taking appropriate action to achieve goals.

_____ 4. The social worker engages all students in problem solving, critical thinking and other activities.

_____ 5. The social worker utilizes and sequences guidance activities and materials to impact all students' academic achievement.

_____ 6. The social worker supports all students in developmentally appropriate academic preparation essential for a wide variety of options.

_____ 7. The social worker analyzes the tests to identify strengths and weaknesses of the students.

_____ **Total score out of 21 points possible**

Evidence:

Student Assistance Services: Social workers assist students in developing attitudes, knowledge, and interpersonal skills necessary for lifelong learning through effective programming and collaboration. Scoring is a 3, 2, 1 or 0 for each question with 27 points possible.

_____ 1. The social worker assists all students in acquiring the attitudes, knowledge and interpersonal skills to help them understand and respect self and other.

_____ 2. The social worker facilitates all students' understanding of safety and survival skills, and implements prevention programming to support students' healthy physical, social, emotional, and academic development including stakeholder collaboration.

_____ 3. The social worker provides individual counseling, classroom guidance, consultation, crisis intervention, and referrals.

_____ 4. The social worker provides services to all students, fostering a clear understanding of diversity, ethnicity, and culture

_____ 5. The social worker describes how decisions students make and the possible consequences.

_____ 6. The social worker describes the obligations children have to their family, community, and society.

_____ 7. The social worker identifies at-risk behaviors that challenge students and set healthy goals in those areas.

_____ 8. The social worker identifies conflicts common to students and describes appropriate conflict management techniques.

_____ 9. The social worker identifies appropriate resources available to students to help them address stressors and conflicts common to students.

.

.

_____ **Total score out of 27 points possible**

Evidence:

Career Development: Social Workers facilitate a comprehensive career program that develops an understanding of the relationship between school and work and supports student in the application of strategies. Scoring is a 3, 2, 1 or 0 for each question with 15 points possible.

_____ 1. The social worker is a resource for career programs that is age-appropriate and aligned with local, state and national standards.

_____ 2. The social worker facilitates all students' understanding of the relationship between academics, personal qualities, education and training, and the real world of work.

_____ 3. The social worker provides individual counseling, classroom guidance, consultation, crisis intervention, and referrals.

_____ 4. The social worker supports all students in the application of strategies to achieve future success and satisfaction.

_____ 5. The social worker makes annual revisions as appropriate to a student's career plans.

_____ **Total score out of 15 points possible**

Evidence:

Leadership Level of Performance : Social workers adhere to ethical standards, grow professionally, advocate for student success, provide system support, and deliver a comprehensive school counseling program. Scoring is a 3, 2, 1 or 0 for each question with 27 points possible.

_____ 1. The social worker establishes professional goals and pursues opportunities to grow. .

_____ 2. The social worker takes a leadership role as an advocate within the school setting and the community. .

_____ 3. The social worker collaborates with teachers, parents, and the community to advocate for the success of all students and increase awareness of student's needs.

_____ 4. The social worker adheres to ethical standards of the counseling professional, respects student confidentiality, and follow the laws, policies, and procedures, which govern school programs.

_____ 5. The social worker organizes and delivers an effective comprehensive school support program within the resources of the school and corporation.

_____ 6. The social worker provides systems support by effectively managing the school counseling program, as well as supporting other educational programs and student service.

_____ 7. The social worker evaluates how the K-8 education is preparing children and advises the principal accordingly.

_____ 8. The social worker is able to maintain professional relationships with all staff members.

_____ 9. The social worker works closely with the principal and informs him of any problems that he needs to be aware.

_____ **Total score out of 27 points possible**

Evidence:

Mandatory Domain - Core Professionalism:

Four Core Areas: attendance; tardiness; rules/procedures/policies; and respect/rapport. Each social worker must satisfactorily PASS each of these mandatory core professional areas each year. If any of the four areas listed here is deemed unsatisfactory, the teacher will be notified no later than January 1 of each year of the improvements necessary to retain his/her position in the school district. A score of zero (0) two years in a row is grounds for dismissal at the end of the second year. **Pass = 1 point; Failure = 0 points and placed on improvement plan with mandatory improvement or termination at the end of the second school year.**

_____ **Total Score is 1 or 0 is possible.**

Evidence: (None needed unless an area is deemed Improvement necessary to maintain his/her position.)

Part A _____ **Total Score (out of 100 points possible)**

Part B - 50% - Percentage of referrals who received services _____

50% - Percentage of eligible students enrolled in
the 21st Century Scholars Program _____

Total Part B Score: _____ **(Out of a total 100 points possible)**

Part B Evaluation Summary Comments:

Part A and Part B; Combined:

Ineffective	Improvement Necessary	Effective	Highly Effective
Performance frequently exhibits weaknesses that negatively impact students, staff, and the school climate. Points 40 - 79	Performance typically exhibits strengths that impact students, staff, and school climate. Point 80 - 119	Performance typically exhibits multiple strengths that favorably impact students, staff, and the school climate. Points 120-159	Performance consistently exhibits multiple strengths that have strong, positive impact on students, staff, and the school climate. Point 160-200

Total Points

Part A Total Score _____

Part B Total Score _____

Part A and B Total Score _____ (Out of a total 200 points possible)

Signatures

School Year _____

Date of Post Conference Evaluation Meeting _____

Evaluator's Signature

I acknowledge that I have reviewed and discussed this evaluation.

Counselor's Signature

(Social worker's signature does not automatically indicate agreement.)