

FARMINGDALE SCHOOL DISTRICT SCHOOL SOCIAL WORKER EVALUATION RUBRIC

Domain 1: Demonstrating Knowledge of the Profession

LEVEL OF PERFORMANCE

	INEFFECTIVE	DEVELOPING	EFFECTIVE	HIGHLY EFFECTIVE
1a. Demonstrating knowledge of Social Work principles and methods of practice	Social Worker demonstrates little or no knowledge of Social Work principles and methods of practice.	Social Worker demonstrates basic knowledge of Social Work principles and methods of practice.	Social Worker demonstrates thorough knowledge of Social Work principles and methods of practice.	Social Worker demonstrates extensive knowledge of Social Work principles and methods of practice, and shares this knowledge with other professionals.
1b. Demonstrating a commitment to the values and ethics of the Social Work profession	Social Worker does not demonstrate commitment to the values and ethics of the Social Work profession.	Social Worker demonstrates a beginning level of commitment to the values and ethics of the Social Work profession.	Social Worker demonstrates a high level of values and ethics of the Social Work profession.	Social Worker demonstrates distinguished professional values and ethics of the Social Work profession, and actively promotes values and ethical standards.
1c. Demonstrating knowledge of theoretical models relevant to professional practice	Social Worker demonstrates little or no knowledge of theoretical models relevant to professional practice.	Social Worker demonstrates basic knowledge of theoretical models relevant to professional practice.	Social Worker demonstrates thorough knowledge of theoretical models relevant to professional practice.	Social Worker demonstrates extensive knowledge of theoretical models relevant to professional practice, and applies this knowledge when providing services to students and families.
1d. Demonstrating knowledge of federal and state law and regulation, district policy and procedure, related to students and families	Social Worker demonstrates little or no knowledge of federal and state law and regulation, district policy and procedure.	Social Worker demonstrates basic knowledge of federal and state law and regulation, district policy and procedure.	Social Worker demonstrates thorough knowledge of federal and state law and regulation, district policy and procedure.	Social Worker demonstrates extensive knowledge of federal and state law and regulation, district policy and procedure, and applies this knowledge when providing services to students and families.
1e. Demonstrating knowledge of school and community resources available to assist students and families	Social Worker demonstrates little or no knowledge of school and community resources available to assist students and families.	Social Worker demonstrates basic knowledge of school and community resources available to assist students and families.	Social Worker demonstrates thorough knowledge of school and community resources available to assist students and families.	Social Worker demonstrates extensive knowledge of school and community resources available to assist students and families, and shares knowledge of resources with colleagues.

Domain 2: Learning Environment

LEVEL OF PERFORMANCE

	INEFFECTIVE	DEVELOPING	EFFECTIVE	HIGHLY EFFECTIVE
2a. Providing consultation to school personnel, parents/guardians, and community partners for the purpose of enhancing understanding of student needs and developing effective interventions	Social Worker does not attempt to consult with school personnel, parents/guardians, and community partners.	Social Worker consults with school personnel, parents/guardians, and community partners when requested.	Social Worker initiates consultation with school personnel, parents/guardians, and community partners.	Social Worker initiates consultation with school personnel, parents/guardians, and community partners; actively engages others in the problem-solving process
2b. Promoting parental involvement to enhance student achievement	Social Worker does not attempt to engage parents/guardians in the educational process.	Social Worker generally promotes parent/guardian involvement in the educational process.	Social Worker consistently promotes parent/guardian involvement in the educational process.	Social Worker proactively promotes parent/guardian involvement in the educational process, and demonstrates leadership in positively engaging parents/guardians.
2c. Communicating information to school personnel, parents/guardians, and community partners that promotes understanding and effective utilization of School Social Work services	Social Worker does not communicate information to promote understanding and utilization of School Social Work services.	Social Worker communicates information to promote understanding and utilization of School Social Work services when requested.	Social Worker consistently communicates information to promote understanding and utilization of School Social Work services.	Social Worker proactively and positively communicates information to promote understanding and utilization of School Social Work services, utilizing various modes of communication.

Domain 2: Learning Environment *(continued)*

LEVEL OF PERFORMANCE

	INEFFECTIVE	DEVELOPING	EFFECTIVE	HIGHLY EFFECTIVE
2d. Using effective written and oral communication with students, school personnel, parents/guardians and community partners	Social Worker demonstrates little or no ability to communicate effectively.	Social Worker typically uses effective written and oral communication.	Social Worker consistently uses effective written and oral communication.	Social Worker consistently uses effective written and oral communication which is clear, appropriate, and sensitive.
2e. Participating and collaborating effectively in intra/interdisciplinary team process	Social Worker does not participate in intra/interdisciplinary team process.	Social Worker participates in intra/interdisciplinary team process and contributes when requested.	Social Worker participates in intra/interdisciplinary team process and actively contributes.	Social Worker participates in intra/interdisciplinary team process and actively contributes, taking a leadership role when appropriate.
2f. Organizing physical space for working with individual or small groups of students and storage of materials	The meeting space and materials are not organized. Documents are not maintained to ensure confidentiality.	The meeting space and materials are not completely organized, and materials are difficult to find when needed. Documents are maintained to ensure confidentiality.	The meeting space and materials are well organized; documents are arranged and maintained to ensure confidentiality.	The meeting space is highly inviting to parents and/or students. Documents are arranged and maintained to ensure confidentiality.

Domain 3: Delivery of Service

LEVEL OF PERFORMANCE

	INEFFECTIVE	DEVELOPING	EFFECTIVE	HIGHLY EFFECTIVE
3a. Conducting individualized assessments of student needs in order to design effective interventions	Social Worker conducts cursory and/or inaccurate assessments. Recommended interventions are incongruent with student needs.	Social Worker conducts basic, accurate assessments with limited professional impressions and recommendations. Recommended interventions are sometimes congruent with student needs.	Social Worker conducts quality assessments which offer appropriate professional impressions and recommendations. Recommended interventions are consistently congruent with student needs.	Social Worker conducts high quality comprehensive assessments; synthesizes data collected; offers detailed professional impressions, recommendations and interventions which demonstrate a superior level of clinical knowledge for educational planning.
3b. Offering crisis intervention services as a member of an interdisciplinary team	Social Worker lacks basic skill and/or ability to address crisis situations; or declines to offer crisis intervention services.	Social Worker demonstrates basic skill and ability in crisis intervention, and offers services as needed.	Social Worker demonstrates high level of skill and ability in crisis intervention; assists team in assessing level of crisis and planning appropriate interventions.	Social Worker demonstrates high level of skill and ability in crisis intervention; takes initiative in team planning for prevention and intervention.
3c. Establishing rapport with students, families, school personnel and community partners	Social Worker makes no attempt to establish rapport; interactions are consistently negative or inappropriate.	Social Worker attempts to establish rapport; interactions are generally positive and appropriate.	Social Worker actively and consistently works to establish rapport; interactions are consistently positive and appropriate.	Social Worker actively and consistently works to establish and maintain rapport; interactions are consistently positive and appropriate, demonstrating sensitivity and concern for others.
3d. Assisting students and families to identify barriers to student achievement and develop plans to reduce such barriers	Social Worker does not identify, recognize, or work with students and families to overcome and reduce barriers to student achievement.	Social Worker attempts to identify barriers and generally works with student and families to overcome or reduce barriers to student achievement.	Social Worker actively works with students and families to identify barriers to student achievement and develop plans to overcome such barriers.	Social Worker actively works with students, families, school personnel and community partners to identify barriers to student achievement and implement plans to overcome such barriers.

Domain 3: Delivery of Service (continued)

LEVEL OF PERFORMANCE

	INEFFECTIVE	DEVELOPING	EFFECTIVE	HIGHLY EFFECTIVE
3e. Empowering students and families to gain access to and effectively utilize school and community resources	Social Worker makes no effort to empower students and families to gain access to school and community resources.	Social Worker typically demonstrates effort to empower students and families to gain access to school and community resources.	Social Worker consistently empowers students and families to gain access to school and community resources; identifies and differentiates appropriate resources.	Social Worker consistently empowers students and families to gain access to school and community resources; identifies and differentiates appropriate resources; conducts follow-up to facilitate effective utilization of resources.
3f. Practicing the profession in a manner which demonstrates multicultural competence and respect for cultural diversity	Social Worker lacks sensitivity or respect for cultural diversity.	Social Worker demonstrates a beginning level of understanding of and respect for socio-economic and cultural diversity.	Social Worker demonstrates understanding of and respect for socio-economic and cultural diversity.	Social Worker demonstrates a comprehensive understanding of the various cultures and socio-economic groups represented in the school and community; actively assists school personnel to develop multicultural understanding.
3g. Supporting students and families in developing goals to maximize student achievement, while respecting client self-determination.	Social Worker does not support students and families in developing goals to maximize student achievement.	Social Worker typically supports students and families in developing goals to maximize student achievement.	Social Worker consistently supports students and families in developing goals to maximize student achievement.	Social Worker consistently supports students and families to develop goals to maximize student achievement and to understand the impact of various educational choices; promotes the value of client self-determination.
3h. Advocating on behalf of students and families	Social Worker does not advocate on behalf of students and families.	Social Worker attempts to advocate on behalf of students and families.	Social Worker consistently advocates on behalf of students and families within the school and community.	Social Worker proactively advocates on behalf of students, families, and groups and promotes respectful partnerships, using a multi-level system approach.

Domain 4: Professional Responsibilities

L E V E L O F P E R F O R M A N C E

	INEFFECTIVE	DEVELOPING	EFFECTIVE	HIGHLY EFFECTIVE
4a. Participating in professional development activities	Social Worker does not participate in professional development activities.	Social Worker participates in professional development activities when convenient or required.	Social Worker seeks out opportunities for professional development based on an individual assessment of need.	Social Worker actively participates in professional development opportunities and makes a substantial contribution to the profession/educational community.
4b. Maintaining accurate records and collecting data relevant to the assigned responsibilities	Social Worker does not maintain accurate records and data.	Social Worker generally maintains accurate records and data.	Social Worker consistently maintains accurate records and data.	Social Worker consistently maintains accurate records and utilizes data in planning, management and evaluation of school social work services.
4c. Utilizing data in assessing needs of, and planning interventions for, individual students, groups, and/or whole school population	Social Worker does not utilize available data.	Social Worker usually utilizes data, and demonstrates a beginning level of ability to interpret available data.	Social Worker consistently utilizes available data systems and demonstrates the ability to interpret and analyze data.	Social Worker is highly effective in utilizing, interpreting and analyzing data from multiple sources and uses it to adjust interventions in collaboration with educators and families.
4d. Maintaining adequate safeguards for the privacy and confidentiality of information	Social Worker fails to maintain adequate safeguards for the privacy and confidentiality of information.	Social Worker has a basic knowledge and seeks further clarification of safeguards for the privacy and confidentiality of information.	Social Worker has a thorough knowledge of safeguards for the privacy and confidentiality of information, and maintains adequate safeguards in everyday practice.	Social Worker has a thorough knowledge of safeguards related to privacy and confidentiality of information, uses sound judgment in everyday practice, and promotes the importance of confidentiality among colleagues.
4e. Exhibiting skill in effective time management and setting appropriate priorities in the provision of social work services	Social Worker does not demonstrate effective time management or the ability to set appropriate priorities.	Social Worker demonstrates basic time management and attempts to set appropriate priorities.	Social Worker demonstrates good time management skills and typically sets appropriate priorities.	Social Worker develops clear schedules for organizing responsibilities, exercises good judgment in setting priorities, and makes revisions in plans as needed.