NC Public Schools READY for Success

School Social Workers Evaluation Process Training 2012-2013
Learning Objectives

• Review the Evaluation Process steps
• Review Framework for 21st 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

Evaluation Process

Training and Orientation
- Within 2 weeks on the job
- The plan and a schedule

Self-Assessment
- SW rates performance
- Reflects throughout the year

Pre-Observation Conference
- SW and evaluator meet
- Provides plans
- Prep for observation
Evaluation Process

**Observation**
- At least one a year
- SW engaged w/ students or families
- Observer notes adherence to standards

**Post-Observation Conference**
- within 10 days of Observation
- Discuss and document strengths and weaknesses

**Summary Evaluation Conference**
- End of the school year
- Discuss the varied components
- Rate, discuss, and sign

**Professional Growth**
- Develop a professional growth plan
- Discuss with evaluator and seek agreement
Framework for 21st Century Learning

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 5: Actively reflect on their practice.
Standard One

School Social Workers Demonstrate Leadership
### Standard One Elements

<table>
<thead>
<tr>
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<th>Description</th>
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<tbody>
<tr>
<td>A</td>
<td>• School Social Workers demonstrate leadership in the school</td>
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<tr>
<td>B</td>
<td>• School Social Workers enhance the social work profession</td>
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<tr>
<td>C</td>
<td>• School social workers advocate for students, families, schools, and communities</td>
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<td>D</td>
<td>• School Social Workers demonstrate high ethical standards</td>
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Standard Two

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

- School Social Workers promote services that benefit students with special needs.
- School Social Workers work collaboratively with families and significant adults in the lives of students.
Standard Three

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

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

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

• 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

Review the standard and elements

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

How does one move up the continuum?

– Developing to Proficient
– Proficient to Accomplished
– Accomplished to Distinguished
Artifact Suggestions

- Daily Plans
- Professional Development
- Student Achievement Data
- Student Dropout Rate
- School Improvement Plan
- School Improvement Team
Reflective Questions

- 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

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

Support Staff Page

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

School Social Workers Training Page

Live survey link: www.go.ncsu.edu/webinar
An email will be sent to all registered webinar participants with the survey link.