

SOCIAL WORKER:
DATE OF OBSERVATION:
OBSERVER:

SCHENECTADY CITY SCHOOL DISTRICT
Office of Student Support

INDICATORS OF SOCIAL WORKER PERFORMANCE

FORMATIVE EVALUATION GUIDE

TIME FRAME:

- October 15 – November 15
- November 15 – December 15
- January 15 – February 15

Final Annual Summative Evaluation due March 1

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DOMAIN 1: PLANNING & PREPARATION	TEACHER	SUPERVISOR
1. Knowledge of Content	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
2. Demonstrating knowledge of Diagnostic Process	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
3. Developing intervention goals	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
4. Demonstrating knowledge of resources	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
5. Designing and intervention plan	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
6. Assessing student growth	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding

		OVERALL RATING		
Unsatisfactory	Developing	Basic	Proficient	Outstanding

SUPERVISOR COMMENTS:

SOCIAL WORKER COMMENTS:

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DOMAIN 2: The Practice Environment	TEACHER	SUPERVISOR
7. Creating an environment with respect and rapport	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
8. Establishing a counseling relationship	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
9. Supporting classroom/ school procedures	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
10. Facilitating positive student behavior	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
OVERALL RATING		
Unsatisfactory	Developing	Basic Proficient Outstanding

SUPERVISOR COMMENTS:

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DOMAIN 3: Intervention	TEACHER	SUPERVISOR
11. Communicating clearly and accurately	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
12. Using Questions and Discussion techniques	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
13. Engaging Students	Unsatisfactory Developing	Unsatisfactory Developing

	Basic	Proficient	Outstanding	Basic	Proficient	Outstanding
14. Providing feedback to students	Unsatisfactory	Developing		Unsatisfactory	Developing	
	Basic	Proficient	Outstanding	Basic	Proficient	Outstanding
15. Demonstrating flexibility and responsiveness	Unsatisfactory	Developing		Unsatisfactory	Developing	
	Basic	Proficient	Outstanding	Basic	Proficient	Outstanding
OVERALL RATING						
Unsatisfactory	Developing	Basic	Proficient	Outstanding		

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DOMAIN 4: PROFESSIONAL RESPONSIBILITIES	TEACHER	SUPERVISOR
16. Reflecting on intervention	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
17. Maintaining accurate records	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
18. Communicating with families	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
19. Social Work contributes to the school environment	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
20. Broadening professional growth	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
21. Showing professionalism	Unsatisfactory Developing Basic Proficient Outstanding	Unsatisfactory Developing Basic Proficient Outstanding
OVERALL RATING		
Unsatisfactory	Developing	Basic Proficient Outstanding

SUPERVISOR COMMENTS:

SOCIAL WORKER COMMENTS:

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OBSERVER:
SUMMARY:

DATE OF OBSERVATION:
PERIOD:
STUDENT GROUP:

_____	_____
Supervisor	Date
	Social Worker

*Signature indicates that the teacher has reviewed the form.

Copies to be sent shortly after the conference to:
Social Worker
Human Resource Department
Principal
PPS Supervisor