

## Social Workers

### Evaluation Competencies and Indicators

<p>Competency 1 The school social worker demonstrates professional knowledge and skills in dealing with social phenomena as they relate to students' functioning and achievement in school.</p>		
Beginning Level I	Professional Level II	Expert Level III
Understands the relationship between social, emotional, and/or home problems and student academic performance.	Explains and interprets the results of a psychosocial evaluation as it relates to student academic performances.	Explains and interprets the results of a psychosocial evaluation as it relates to student academic performances.
Understands the wide range of social, emotional, cultural, and economic differences between children, families, and communities.	Interprets the wide range of social, emotional, cultural, and economic differences between children, families and communities.	Interprets, facilitates, and educates school personnel regarding the range of social, emotional, cultural, and economic differences in the systems of families, communities, and education.
Has a clear understanding of current mental health practices and concepts as they affect students.	Consults with school personnel regarding current mental health practices and concepts as they relate to students.	Consults with school personnel regarding current mental health practices and concepts as they relate to students.
Expands knowledge through consultation with coordinators, specialists, psychologists/psychiatrists, colleagues, as well as through reading, research and/or course work.	Expands knowledge through consultation with coordinators, specialists, psychologists/psychiatrists, colleagues, as well as through reading, research and/or course work.	Expands knowledge through consultation with coordinators, specialists, psychologists/psychiatrists, colleagues, as well as through reading, research and/or course work.
Keeps abreast of current community resources and determines how their services may be beneficial to the student, his/her family and the family's involvement in the academic process.	Keeps abreast of current community resources and determines how their services may be beneficial to the student, his/her family and the family's involvement in the academic process.	Keeps abreast of current community resources and determines how their services may be beneficial to the student, his/her family and the family's involvement in the academic process.
Demonstration of competencies includes compliance with Social Work NASW code of ethics.		

<p>Competency 2 The school social worker establishes basic case management procedures for effective social work intervention.</p>		
Beginning Level I	Professional Level II	Expert Level III
Opens a case as soon as possible after a referral is received.	Opens a case as soon as possible after a referral is received.	Opens a case as soon as possible after a referral is received.
Through consultation with LISW supervisor, prioritizes cases according to severity and seriousness of concerns identified.	Prioritizes cases according to severity and seriousness of concerns identified.	Prioritizes cases according to severity and seriousness of concerns identified.
Establishes routines that incorporate multidisciplinary efforts for the management of cases when appropriate.	Establishes routines that incorporate multidisciplinary efforts for the management of cases when appropriate.	Establishes routines that incorporate multidisciplinary efforts for the management of cases when appropriate.
Learns and understand the need and process of case management.	Utilizes case management skills to consult with and assist school personnel.	Utilizes case management skills to consult with and assist school personnel.
Presents social work assessment results and recommendations to LISW supervisor and then to school personnel.	Presents and interprets social work assessment results and makes recommendations to school personnel.	Presents and interprets social work assessment results and makes recommendations to school personnel.
Discusses the process of termination with LISW supervisor and closes cases upon completion of social work services.	Employs the process of termination and closes cases upon completion of social work services.	Employs the process of termination and closes cases upon completion of social work services.
<p>Demonstration of competencies includes compliance with Social Work NASW code of ethics.</p>		

<p>Competency 3 The school social worker structures the method of social intervention by appropriate planning and preparation.</p>		
Beginning Level I	Professional Level II	Expert Level III
Investigates all relevant information regarding a referred case.	Investigates all relevant information regarding a referred case.	Investigates all relevant information regarding a referred case.
Consults and collaborates with school personnel, community agencies and /or family members to assess the identified concern.	Consults and collaborates with school personnel, community agencies and /or family members to assess the identified concern.	Consults and collaborates with school personnel, community agencies and /or family members to assess the identified concern.
In consultation with LISW supervisor, determines and utilizes the tools available to conduct an individualized social, emotional, and adaptive assessment of the student, the student's family, and the educational and social community.	Effectively utilizes the tools available to conduct an individualized social, emotional, and adaptive assessment of the student, the student's family, and the educational and social community.	Effectively utilizes the tools available to conduct an individualized social, emotional, and adaptive assessment of the student, the student's family, and the educational and social community.
With the assistance of LISW supervisor, formulates individual goals and objectives for the management of each case.	Consults with LISW supervisor, psychologist, and/or psychiatrist regarding individual cases as needed.	Consults with LISW supervisor, psychologist, and/or psychiatrist regarding individual cases as needed.
<p>Demonstration of competencies includes compliance with Social Work NASW code of ethics.</p>		

<p>Competency 4 The school social worker employs appropriate methods of practice which enables students and families to function adequately within their educational and a community setting.</p>		
Beginning Level I	Professional Level II	Expert Level III
Utilizing consultation with LISW supervisor, provides individual, group, and family therapy to students and families.	Provides individual, group, and family therapy to students and families.	Provides individual, group, and family therapy to students and families.
Provides intensive crisis intervention to remedy effects of abuse, neglect or exploitation of children.	Provides intensive crisis intervention to remedy effects of abuse, neglect or exploitation of children.	Provides intensive crisis intervention to remedy effects of abuse, neglect or exploitation of children.
Prepares social histories/assessments utilizing consultation with LISW supervisor.	Prepares and interprets social histories/assessments.	Prepares and interprets social histories/assessments.
Participates in planning for student transitions to help ensure continuity of services appropriate to unique needs of individual students leaving school or transferring between programs.	Participates in planning for student transitions to help ensure continuity of services appropriate to unique needs of individual students leaving school or transferring between programs.	Participates in planning for student transitions to help ensure continuity of services appropriate to unique needs of individual students leaving school or transferring between programs.
In consultation with LISW supervisor, helps ensure parent's/guardian's understanding of decisions, procedures, and meetings affecting their children, particularly when cultural differences make communication difficult between school staff and parents.	Helps ensure parent's/guardian's understanding of decisions, procedures, and meetings affecting their children, particularly when cultural differences make communication difficult between school staff and parents.	Helps ensure parent's/guardian's understanding of decisions, procedures, and meetings affecting their children, particularly when cultural differences make communication difficult between school staff and parents.
Helps ensure participation of parents/guardians in school conferences that affect their children through home visits, telephone calls, correspondence, or other means.	Helps ensure participation of parents/guardians in school conferences that affect their children through home visits, telephone calls, correspondence, or other means.	Helps ensure participation of parents/guardians in school conferences that affect their children through home visits, telephone calls, correspondence, or other means.
In consultation with LISW supervisor	Identifies APS and community services	Identifies APS and community services

and/or colleagues, identifies APS and community services appropriate to the needs of students and families, executes referrals, and provides follow-up.	appropriate to the needs of students and families, executes referrals, and provides follow-up.	appropriate to the needs of students and families, executes referrals, and provides follow-up.
Serves as an advocate for parents/guardians to ensure that their wishes and concerns regarding their children are registered and considered by school personnel and agencies.	Serves as an advocate for parents/guardians to ensure that their wishes and concerns regarding their children are registered and considered by school personnel and agencies.	Serves as an advocate for parents/guardians to ensure that their wishes and concerns regarding their children are registered and considered by school personnel and agencies.
Demonstration of competencies includes compliance with Social Work NASW code of ethics.		

<p>Competency 5 Provides support and encouragement to students, parents and staff in an atmosphere of mutual respect.</p>		
Beginning Level I	Professional Level II	Expert Level III
Provides support and encouragement to students, parents/guardians, and staff in an atmosphere of mutual respect.	Provides support and encouragement to students, parents/guardians, and staff in an atmosphere of mutual respect.	Provides support, encouragement, and guidance to students, parents/guardians, and staff in an atmosphere of mutual respect.
Develops a caring relationship with students and parents/guardians and shows consideration of their feelings.	Develops and engages a caring relationship with students and parents/guardians and shows consideration of their feelings.	Develops and engages a caring relationship with students and parents/guardians and shows consideration of their feelings.
Communicates openly with school personnel, students, and parents/guardians by listening and responding to their opinions and suggestions.	Communicates openly with school personnel, students, and parents/guardians by listening and responding to their opinions and suggestions.	Communicates openly with school personnel, students, and parents/guardians by listening and responding to their opinions and suggestions.
Promotes respect and positive interpersonal relationships among students and families.	Promotes respect, empowerment, and positive interpersonal relationships among students and families.	Promotes respect, empowerment, and positive interpersonal relationships among students and families.
Develops relationship skills while working cooperatively with colleagues to maintain effective interactions.	Works cooperatively with colleagues to develop and maintain effective interactions.	Works cooperatively with colleagues to maintain effective interactions.
Promotes free and easy communication between home and school.	Promotes free and easy communication between home and school.	Promotes free and easy communication between home and school.
Learns and understands the significance of the school program.	Communicates to parents the significance of the school program and its impact on student achievement.	Communicates and interprets to parents the significance of the school program and its impact on student achievement.
Emphasizes positive achievements of students to parents and school personnel.	Emphasizes positive achievements of students to parents and school personnel.	Emphasizes positive achievements of students to parents and school personnel.
<p>Demonstration of competencies includes compliance with Social Work NASW code of ethics.</p>		

<p>Competency 6 The school social worker utilizes appropriate methods to continuously evaluate his/her services.</p>		
Beginning Level I	Professional Level II	Expert Level III
Maintains required documentation on all cases.	Maintains required documentation on all cases.	Maintains required documentation on all cases.
Completes a social work assessment form that will be included in the student's permanent record.	Completes a social work assessment form that will be included in the student's permanent record.	Completes a social work assessment form that will be included in the student's permanent record.
Maintains an up-to-date log indicating types of referrals received, dates and status of referral, and referral sources.	Maintains an up-to-date log indicating types of referrals received, dates and status of referral, and referral sources.	Maintains an up-to-date log indicating types of referrals received, dates and status of referral, and referral sources.
Completes any written reports that may be required, such as family assessments, as promptly as possible.	Completes any written reports that may be required, such as family assessments, as promptly as possible.	Completes any written reports that may be required, such as family assessments, as promptly as possible.
Consults with LISW supervisor and/or colleagues to assess the effectiveness of social work services.	Consults with LISW supervisor and/or colleagues to assess the effectiveness of social work services.	Consults with colleagues to assess the effectiveness of social work services.
<p>Demonstration of competencies includes compliance with Social Work NASW code of ethics.</p>		