Huntington Public Schools  
Annual Professional Performance Review

Social Worker: __________________________ Date: ________________
Assignment: ___________________________ School: ________________

Note: If not observed please indicate N/A in first column.

<table>
<thead>
<tr>
<th>Needs</th>
<th>Effective</th>
<th>Needs Improvement</th>
<th>Unsatisfactory</th>
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</thead>
</table>

1. **Content Area**  
The social worker:

   a. Shows a thorough knowledge of school social work practice and community resources
   b. Shows knowledge of changes in curriculum and assessment and practices
   c. Is proficient in the provision of interventions: community referral strategies and development of social histories

2. **Preparation**  
The social worker:

   a. Is well organized, keeps accurate records, and demonstrates preparation in delivery of services
   b. Demonstrates an understanding of State mandates
   c. Demonstrates knowledge of necessary pedagogical practices to provide consultation and support for instruction
   d. Demonstrates clarity in preparation
   e. Uses varied techniques in the delivery of services
   f. Provides written materials that are clear and appropriate

3. **Session Delivery**  
When working with students  
The social worker:

   a. When working with students displays appropriate social work/student interaction
   b. When working with students conducts meaningful session(s) that are targeted to meeting ERSS/IEP goals
   c. When working with students is responsive to student comments/questions
   d. Provides individual and/or group counseling services
   e. When working with students uses materials and language that are appropriate for level of student
   f. Demonstrates flexibility in addressing student needs

4. **Management**  
When working with students  
The social worker:

   a. When working with students demonstrates skills that are supportive of diverse student learning and social needs
   b. Creates an environment that is conducive to student growth
   c. Manages student behavior effectively
   d. Gives positive reinforcement to all students
   e. Provides opportunities for all students to experience success

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5. **Student development**  
   The social worker:  
   a. Demonstrates knowledge of student developmental stages  
   b. Shows both an understanding of and an appreciation for diversity in students and their outlooks  
   c. Engages in the regular application of developmentally appropriate strategies for the benefit of all students  
   d. Takes an active role in student crisis situations

6. **Student Assessment**  
   The social worker:  
   a. Demonstrates appropriate use of techniques in assessment of student functioning  
   b. Utilizes appropriate interventions based on student functioning

7. **Case Management**  
   The social worker:  
   a. Assess interactions between student, school, home, and community environments  
   b. Demonstrates that he or she develops effective collaborative relationships with students, parents, colleagues, support personnel and community resources to meet the needs of students  
   c. Develops appropriate interventions for students, staff and family members based on assessment  
   d. Coordinates delivery of service(s) across school, home, and community environments  
   e. Provides follow-up to assess effectiveness of interventions and if necessary, develop alternative interventions

7. **Collaboration**  
   The social worker:  
   a. The school social worker provides consultation to administration, faculty, staff, students, community members  
   b. Keeps the building administration advised of sensitive student issues  
   c. Serves as a member of the CSE/CPSE, CST/IST/SRT, and or 504 team  
   d. Participates in the development of IEP’s, FBA’s and BIP’s.  
   e. Presents on topics of special interests to appropriate groups

8. **Reflective and Responsive Practice**  
   The social worker:  
   a. Demonstrates that his or her practice is reviewed, effectively assessed, and appropriate adjustments are made on a continuing basis  
   b. Demonstrates that he or she continues to enhance professional practice

Comments:

I have received a copy of this report.

**Social Worker:** ___________________________  **Date:** ______________

**Chairperson/Director:** ___________________________  **Principal:** ___________________________