



Williamston Community Schools

School Social Worker Evaluation Model

As of July 2024



Williamston Community Schools

School Social Worker Forms List and Scoring Guide

As of July 2024

District Evaluation Philosophy: Our belief is that the most significant personal growth comes as a result of serious internal reflection, goal setting, and feedback.

| Evaluation Process Forms |
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| 1. School Social Worker Forms List and Scoring Guide |
| 2. School Social Worker Evaluation Worksheet |
| 3. School Social Worker Evaluation Framework, adapted from the Michigan Association of School Social Workers Evaluation Template (download at): http://c.ymcdn.com/sites/www.masswmi.org/resource/resmgr/SSW_Effectiveness_Package/M_ASSW-SSWEval.pdf?hhSearchTerms=%22Evaluation%22 |

| Counselor Scoring Guide | |
|---|-------------------------------|
| Component | Point/Percentage Value |
| School Social Worker Evaluation Framework | 100 points / 100% |



Williamston Community Schools
 School Social Worker Evaluation Worksheet
 As of July 2024

| | |
|------------------|----------|
| Effective: | 100 - 70 |
| Developing: | 69 - 50 |
| Needing Support: | 49 - 0 |

School Social Worker Name: _____

| Observation Component: MASSW Evaluation Template | Effective | Developing | Needing Support | Points |
|--|------------------|-------------------|------------------------|---------------|
| 1a: Demonstrating knowledge and skills in school social work theory and service delivery. Holds temporary or full approval from MDE and license | 5 | 3 | 0 | |
| 1b: Demonstrating knowledge of child and adolescent development, socio-emotional learning, and mental health issues | 5 | 3 | 0 | |
| 1c: Demonstrating knowledge of other professional roles, curriculum, teaching theories, and methods | 5 | 3 | 0 | |
| 1d: Demonstrating knowledge of state and federal special education law and processes, including timelines | 5 | 3 | 0 | |
| 1e: Demonstrating awareness and coordination of resources within the LEA, ISD, and local community | 5 | 3 | 0 | |
| 1f: Designing and planning the service/intervention strategies to utilize strengths in meeting individual needs of students including writing affective goals and objectives | 5 | 3 | 0 | |
| 1g: Planning coordinated School Social Work programming to best meet LEA and student needs | 5 | 3 | 0 | |
| 2a: Creating an environment of trust and respect | 5 | 3 | 0 | |
| 2b: Identifying environmental issues that may interfere with student development, learning, and school success | 5 | 3 | 0 | |
| 2c: Establishing positive working relationships and collaborating to promote effective communication throughout the school | 5 | 3 | 0 | |
| 2d: Promoting a positive behavior culture as defined by the Michigan Department of Education Positive Behavior Intervention or Multi-Tiered System of Support | 5 | 3 | 0 | |
| 2e: Establishing environmental accommodations and modifications that support students accessing the whole school | 5 | 3 | 0 | |
| 3a: Responding to referrals, collecting comprehensive information, (including student interview where appropriate), completing strengths & needs assessments sensitive to diversity, and providing a functional behavior assessment when indicated | 5 | 3 | 0 | |
| 3b: Developing and implementing delivery of service plans to maximize students' access, taking diversity and special needs into consideration | 5 | 3 | 0 | |
| 3c: Demonstrating flexibility and responsiveness | 5 | 3 | 0 | |
| 4a: Engaging in professional learning to enhance practice | 5 | 3 | 0 | |
| 4b: Maintaining records and effective documentation system | 5 | 3 | 0 | |
| 4c: Maintaining confidentiality | 5 | 3 | 0 | |
| 4d: Maintaining professional decorum | 5 | 3 | 0 | |
| Observation Subtotals: | 100 | 60 | 0 | 0 |
| Student Growth Measurements | Effective | Developing | Needing Support | Points |
| Student Growth #1 | | | | |
| Student Growth #2 | | | | |
| Student Growth #3 | | | | |
| Student Growth Subtotal | | | | |
| Total | | | | 0 |

School Social Worker Signature: _____

Building Principal/Evaluator Signature: _____

Date: _____