

# DIXON PUBLIC SCHOOLS #170

*"A Place to Grow"*

[www.dixonschools.org](http://www.dixonschools.org)

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## Non-Tenured CSW Performance Evaluation Rating

Name: _____	Observation Date: _____			
School: _____	Pre-Observation Date: _____			
Position: _____	Post-Observation Date: _____			
Subject: _____	Evaluator: _____			
Observation 1:	Excellent	Proficient	Needs Improvement	Unsatisfactory
Observation 2:	Excellent	Proficient	Needs Improvement	Unsatisfactory
Summative Evaluation Rating:	Excellent	Proficient	Needs Improvement	Unsatisfactory

**Excellent:** Knowledge and performance in this area exceeds district standards. Reveals performance of a superb quality. Counselor/Social Worker demonstrates a positive impact upon the students and the school environment. Multiple strengths in the identified standards. Many counseling/social work techniques can be modeled by other educators.

**Proficient:** Knowledge and performance in this area meets district standards. Reveals performance of an admirable quality. Counselor/Social Worker generally impacts positively upon students and upon the school environment. Multiple strengths in many standards. Any identified areas needing improvement can be addressed and eliminated.

**Needs Improvement:** Knowledge and performance needs improvement to meet district standards. Performance at this level is below expectations and has a negative impact upon students and upon the school environment. Reveals significant weaknesses and requires direct intervention by an administrator.

**Unsatisfactory:** Knowledge and performance are not acceptable. Reveals major weaknesses in daily counseling/social work strategies. The educational process is negatively affecting student performance, the school environment, and daily procedures. Poor performance of this magnitude will require administrative intervention. An overall unsatisfactory rating will require a formal remediation plan.