SPECIALIZED INSTRUCTIONAL SUPPORT PERSONNEL

A K-12 COMPREHENSIVE SCHOOL SOCIAL WORK PROGRAM IMPLEMENTATION AND EVALUATION SUPPORT TOOL

School Social Work

School Social Work is a specialized area of professional practice in the broad field of social work. School social workers are trained in providing comprehensive supports and services to address barriers impacting the social, emotional, academic and physical needs of all students. Research on the effectiveness of school social work services shows increased student outcomes related to academic achievement, physical and psychological safety, improved mental and behavioral health, improved attendance, and social-emotional competencies, and family and community involvement.

School social workers are expected to possess advanced knowledge and technical skills to guide their practices. The proportion of their time that school social workers engage in each practice varies widely depending on contextual factors, including the needs of the community, school, families, and students served. School Social Workers are the link between the home, school, and community in providing direct as well as indirect services to students, families, and school personnel to promote and support students' academic and social success. Services include:

- Direct services
  - Bio-psychosocial assessment
  - Crisis intervention
  - Family counseling/support
  - Home/school/community liaison
  - Individual and small group counseling
  - Mediation
- Indirect services
  - Advocacy
  - Case management
  - Collaboration
  - Consultation
  - Parent education
  - Staff development

PRACTICE MODEL

The Practice Model encourages school social workers to (1) provide evidence-based education, behavior, and mental health services; (2) promote a school climate and culture conducive to student learning and teaching excellence; and (3) maximize access to school-based and community-based resources. The proportion of their time that school social workers engage in each practice varies widely depending on contextual factors, including the needs of the community, school, families, and students served.

PROFESSIONAL STANDARDS AND LICENSURE REQUIREMENTS

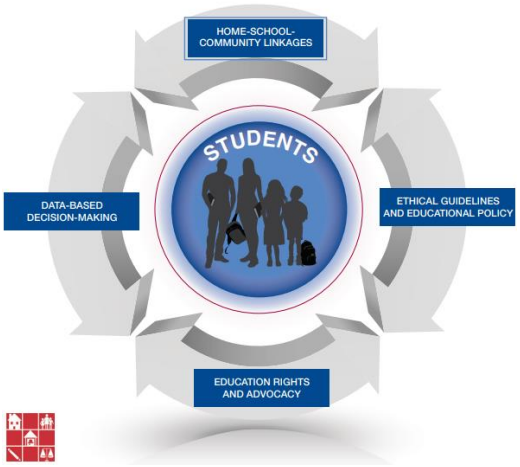
The *North Carolina Professional School Social Work Standards,* Policy EVAL-027, have been developed as a guide for School Social Workers as they continually improve their effectiveness. It is incumbent upon the School Social Worker to provide services as part of a comprehensive multidisciplinary team with complementary knowledge, skills, and experiences. The School Social Worker standards will:

- Guide professional development as School Social Workers move forward in the 21st century so that School Social Workers can attain the skills and knowledge needed;
- Provide the focus for schools and districts as they support, monitor, and evaluate their School Social Workers; and
- Assist higher education programs in the development of content and requirements of School Social Work education curricula.

One has to complete an approved school social work degree program in a regionally accredited college or university in order to be a licensed school social worker in North Carolina. School Social Workers are licensed K-12 by the NC Department of Public Instruction. Many are also eligible to apply for licensure by the North Carolina Social Work Certification and Licensure Board to practice social work in other settings. Those with a degree in social work must also complete courses required for school social work specialization to be licensed as a school social worker.

EVALUATION

The intended purpose of the North Carolina School Social Worker Evaluation Process is to assess the school social worker's performance in relation to the North Carolina Professional School Social Work Standards and to design a plan for professional growth. The principal or designee (hereinafter "evaluator") will conduct the evaluation process in which the school social worker actively participates through the use of self-assessment, reflection, presentation of artifacts, and classroom demonstration(s).



Recommended School Social Worker-to-Student Ratio 1:250

You can find the NCDPI School Social Work web pages at nchealthyschools.org

CONTACT INFORMATION

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