

# Social Work Supervisor Evaluation Form

Supervisee Name: \_\_\_\_\_

Evaluation Period: \_\_\_\_\_

Supervisor Name: \_\_\_\_\_

*Purpose: The goals of an evaluation process are to provide discussion and constructive feedback on the Supervisor's skills and job performance in relation to the supervision relationship. This is to ultimately improve the delivery of services to clients, maintain ethical and competent social work practice, and protect the public.*

Directions for evaluation: Rate your supervisor on a scale of 1-5 for each of the following.

Needs Improvement  
 Fair  
 Neutral  
 Meets Expectations  
 Exceeds Expectations

	1	2	3	4	5
Integrates Micro, Mezzo, and Macro systems into supervision discussion					
Communicates information about diverse client groups to supervisees and helps them to use appropriate methodological approaches, skills, and techniques that reflect their understanding of the role of culture in the helping process.					
Provides regular feedback to supervisees on their progress towards goals					
Identifies feelings supervisees have about their clients that can interfere with or limit the process of professional services.					
Honors confidentiality of the supervision process and clients.					
Creates a learning environment in which supervisees learn about the internal and external environments in which they work as well as the environments in which their clients live.					
Is aware of growth and development in social work practice and is able to implement evidence-based practice into the supervisory process.					
Is aware of their limitations and operates within the scope of their competence.					
Demonstrates & models a healthy level of self-care.					
Sets and honors clear, appropriate, and culturally sensitive boundaries.					
Identifies actions that might pose a danger to the health and/or welfare of the supervisees' clients and take prompt and appropriate remedial measures.					
Assist supervisees in learning how to properly document client services performed, regularly reviews documentation, and provides constructive feedback.					
Trains supervisees to document for reimbursement and claims submission (when applicable).					
Evaluate supervisee' performance in a manner that is fair and respectful.					

Needs Improvement  
Fair  
Neutral  
Meets Expectations  
Exceeds Expectations

1 2 3 4 5

Treats supervisee as an individual and adapts supervision to supervisee's learning style.					
Utilizes self-disclosure appropriately.					
Help supervisees plan for safety in the office and in the community.					
Is competent in the use of technology for supervision purposes (as applicable).					
Promotes organizational policies, practices, and materials to support social workers' self-care.					
Discusses professional ethics, core values, and personal moral beliefs to help the supervisee to distinguish these elements when making practice decisions.					
Offers creative ways to encourage growth during clinical supervision sessions					
Effectively manages time during supervision session					
Effectively manages conflict within the team & group supervision (as applicable).					
Is well educated on clinical interventions to help supervisees increase effectiveness with clients.					
Offers enough opportunity for clinical test preparation.					
Summarizes the supervisees' strengths and weaknesses and makes suggestions to facilitate ongoing growth.					

*Additional comments:*

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\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date Discussed

\_\_\_\_\_  
Supervisee Signature

\_\_\_\_\_  
Date Discussed

*\*This assessment tool was created by the RISE Directory based on the industry standards set forth in the "NASW Standards in Social Work Supervision".*