

Delaware School Psychologist Self Assessment Tool

Name of Participant: _____ Date: _____

Credentials: _____

Years/Months as a School Psychologist: _____

New School Psychologist Mentoring Program

The School Psychologist has knowledge and skills based on *Integrating Best Practices V with NASP Standards, Best Practices in School Psychology V, Vol. 1.*

This Self Assessment tool is designed to assess your current level of competencies over a broad spectrum of knowledge, skills and professional practice. The goal is to help you identify areas of practice that you may want to further discuss with you mentor or colleagues.

- Rating Scale:** **1** - I feel uncertain/challenged about this;
2 - I am somewhat proficient but would like to develop this further
3 - I am currently very proficient at this

	The School Psychologist has knowledge and skills to:	1	2	3
Data Based Decision Making and Accountability	Provide research based information to assist in educational intervention decision making and problem solving			
	Collect information from a variety of resources including students, programs, classroom, school, agencies and home environments to define strengths and needs			
	Collect data about cognitive, social and emotional factors having an impact on student achievement and personal competence			
	Evaluate outcomes of services, status of decision making processes			
	Evaluate components of environments that facilitate or impede learning or behavioral changes			
	Evaluate intervention outcomes for effectiveness between actual outcomes and desired goals			
	Collect and evaluate data from school-wide positive behavior support			
	Document referrals and continuity of services			
	Document referrals and continuity of services			
Assessment	Conduct school psychology needs assessments to identify current needs			
	Use of appropriate processes and methods to link assessment results with recommendations interventions			
	Conduct psychoeducational assessments of students using data collected from the student, parent, school staff			
	Conduct re-evaluations of students using data from multiple sources as needed			

	The School Psychologist has knowledge and skills to:	1	2	3
Assessment	Conduct basic screening programs to identify strengths and needs that effect student learning			
	Conduct social-emotional assessments of students using data from multiple sources as appropriate including teachers and parents			
	Conduct individual intellectual assessments			
	Conduct adaptive behavior assessments			
	Conduct functional behavior assessments			
	Conduct academic achievement assessment utilizing curriculum based, normative and /or standardized data as appropriate			
	Conduct sensory and perceptual-motor integration assessments of students			
	Conduct vocational assessments			
	Conduct processing assessments including memory, learning and attention			
	Conduct risk assessments			
	Conduct non-biased assessments			
	Interpret information from assessments			
	Conduct developmental histories and parent interviews			
	Provide classroom observations			
	Share information from observations and/or assessments as appropriate			
	Interpret information from observations and/or assessments reflecting NASP Best Practice, state and federal guidelines			
	Communicate findings verbally and in writing in a manner suitable for the audience			
Communicate findings in a manner relevant to the educational system				
Evaluation	Evaluate school psychology delivery models			
	Evaluate school psychology programs and communicate findings to administration			
	Evaluate plans and revise them as needed to meet current school needs			
	Include the client and others in the evaluation process as appropriate			
	Share evaluation results with others as needed to effect change			
	Use evaluation data to revise programs, plans, implementation, and documentation as appropriate			
	Evaluate effectiveness of planned strategies in relation to client responses and outcomes			
	Use results to recommend policy, procedure, or structural changes, using the recommended channels			
	Document and interpret evaluations			

	The School Psychologist has knowledge and skills to:	1	2	3
Consultation & Collaboration	Clearly articulate the value of the role of the school psychologist in the educational setting			
	Understand the organizational structures that influence the delivery of school psychology services			
	Provide behavioral consultation including Positive Behavior Support			
	Provide educational consultation such as part of a Response to Intervention Team, Instructional Support Team or Child Study Team			
	Provide consultation with teachers			
	Promote positive mental health and learning			
	Promote prevention of disorders including social skills			
	Provide consultation in crisis and violence prevention /response			
	Promote improvement within the educational system			
	Consultation with families and community resources			
	Use skills to enhance collaborative relationships			
	Providing professional development			
	Collaborate to establish an effective referral system			
	Participate on interdisciplinary school teams			
	Share knowledge and skills with peers and colleagues			
	Provide peers with feedback as appropriate			
	Participate in appropriate professional organizations			
	Contribute to a supportive and healthy work environment			
	Develop and implement school psychology policies and procedures collaboratively as needed			
	Collaborate with community resources and school officials to reduce duplication and expand resources			
	Design and present positive mental health and learning activities for students and staff			
	Educate clients to become informed consumers of mental health, education and community resources			
Assist families to identify and secure appropriate and available mental health and learning services				
Develop community partnerships and resources				
Intervention	Provide direct school psychological services to students when appropriate			
	Provide interventions in compliance with professional regulations			
	Provide group intervention for students such as anger management, social thinking skills			
	Provide interventions in compliance with professional regulations			

	The School Psychologist has knowledge and skills to:	1	2	3
Intervention	Provide group intervention for students such as anger management, social thinking skills			
	Participate in development of school wide positive behavioral interventions			
	Participate in development of school wide and individual academic interventions to improve student performance			
	Provide research based interventions for social development			
	Design and present positive mental health and learning activities for students and staff			
	Initiate change as appropriate			
	Partner with others to effect change and generate positive outcomes			
	Act as a primary resource person to staff regarding intervention planning and follow-up			
	Develop recommendations to enhance school environment for positive mental health and safety needs			
	Participate in quality improvement activities			
Professional Practice Quality Development	Develop personal goals for professional development			
	Appraise performance through self-evaluation, DPAS II, and informal feedback			
	Apply knowledge of current practice standards, guidelines, statutes, rules, and regulations			
	Obtain and maintain NCSP certification			
	Commit to lifelong learning			
	Participate in ongoing professional activities for knowledge and skill development			
	Seek educational experiences to reflect upon current practice			
	Maintain appropriate professional records to demonstrate competency and commitment			
	Understand and use available technology			
	Provide accurate documentation of all professional activities			
Provide information in a timely manner				
Leadership	Engage in teamwork as a player and builder			
	Contribute to creating a healthy work environment			
	Display a clear vision, goals, and plan for implementation of services			
	Demonstrate excitement, energy, and passion for quality work			

	The School Psychologist has knowledge and skills to:	1	2	3
Leadership	Participate on committees, councils, and administrative teams			
	Promote advancement of the profession by active participation in professional organizations			
	Demonstrate knowledge of the philosophy and mission of the school and its services			
	Direct coordination of service delivery across settings			
	Mentor, consult and collaborate with others			
	Inspire loyalty by valuing and empowering others			
	Exhibit creativity and flexibility			
	Accept mistakes by self and others			
	Demonstrate knowledge of the roles of other school professionals			
Ethics	Use guides for ethical practice found in NASP <i>Best Practices in School Psychology V, Vol. 6</i>			
	Deliver care to preserve client autonomy, dignity and rights			
	Serve as a client advocate			
	Report illegal, incompetent, or impaired practice			
	Respect ethnic and cultural diversity			
	Seek available resources to formulate ethical decisions as necessary			
	Maintain confidentiality as appropriate			
	Assist clients in developing self-advocacy skills			
Research	Document the school psychology process responsibly and ethically			
	Base practice on current research, knowledge, and theory			
	Actively participate in research (data collection, pilot studies, committees, sharing with others)			
	Contribute to school psychology literature as appropriate			
	Use evidence to guide practice decisions			

This Self Assessment Tool is a work in progress. Please provide suggestions regarding additions, deletions, or any other changes in the content or structure of this document. Your feedback may be sent to: