



Assessment Rubric for Bronx Lebanon CHWs

Competency Evaluation

Please rate your participants' competency in each category on a scale of 1-5 and use the comments section to elaborate on recommendations for improvement, next steps or completion

1 = Does not demonstrate competencies

2 = Understands reason for competencies can perform with direct assistance from mentor

3 = Demonstrates competencies at a beginner level

4 = Demonstrates competencies

5 = Demonstrates competencies at an exceptional level

N/A = not applicable

The Role of CHW

1. Understands role and responsibility of CHW to the work environment

1 2 3 4 5 N/A

Comments/Recommendations: _____

2. Demonstrates orientation to the role of CHW

1 2 3 4 5 N/A

Comments/Recommendations: _____

3. Demonstrates familiarity and respect with individuals served and their community

1 2 3 4 5 N/A

Comments/Recommendations: _____

4. Demonstrates cultural competence in ways that support community health

1 2 3 4 5 N/A

Comments/Recommendations: _____



Organization and Responsibility

5. Demonstrates appropriate organizational skills

1 2 3 4 5 N/A

Comments/Recommendations: _____

6. Able to appropriately schedule meetings, organize tasks, and other organizational responsibilities

1 2 3 4 5 N/A

Comments/Recommendations: _____

7. Demonstrates appropriate skills necessary for recording and maintaining required information

1 2 3 4 5 N/A

Comments/Recommendations: _____

8. Demonstrates proficiency with use of health records to the work environment

1 2 3 4 5 N/A

Comments/Recommendations: _____

Ethical and Professional Practice

9. Demonstrates ethical and professional practice

1 2 3 4 5 N/A

Comments/Recommendations: _____

10. Demonstrates knowledge and application of HIPAA and other legal and professional standards

1 2 3 4 5 N/A

Comments/Recommendations: _____



11. Demonstrates adherence to institutional and departmental ethical practice

1 2 3 4 5 N/A

Comments/Recommendations: _____

Reflective Practice

12. Demonstrates reflective practice

1 2 3 4 5 N/A

Comments/Recommendations: _____

13. Demonstrates the ability to reflect on and learn from experience

1 2 3 4 5 N/A

Comments/Recommendations: _____

Communication Skills

14. Demonstrates appropriate communication skills

1 2 3 4 5 N/A

Comments/Recommendations: _____

15. Utilizes effective and culturally competent communication skills

1 2 3 4 5 N/A

Comments/Recommendations: _____

16. Practices active listening and other communication skills

1 2 3 4 5 N/A

Comments/Recommendations: _____



17. Utilizes positive behavior supports, including Motivational Interviewing skills

1 2 3 4 5 N/A

Comments/Recommendations: _____

Community-based Skills

18. Demonstrates effective community-based skills including networking, advocacy, and capacity building (customized for specific region and employer)

1 2 3 4 5 N/A

Comments/Recommendations: _____

19. Able to assess community needs and work with patients to help them self-identify health needs

1 2 3 4 5 N/A

Comments/Recommendations: _____

20. Uses community networking to support community health

1 2 3 4 5 N/A

Comments/Recommendations: _____

21. Applies advocacy and empowerment to support community health

1 2 3 4 5 N/A

Comments/Recommendations: _____



Health Literacy

22. Demonstrates basic concepts of health literacy

1 2 3 4 5 N/A

Comments/Recommendations: _____

23. Uses knowledge of specific health issues to help individual patients

1 2 3 4 5 N/A

Comments/Recommendations: _____

24. Applies understanding of health literacy to improve community health outcomes

1 2 3 4 5 N/A

Comments/Recommendations: _____

Teaching and Presenting

25. Able to teach and make presentations

1 2 3 4 5 N/A

Comments/Recommendations: _____

26. Demonstrates understanding of adult learning principles

1 2 3 4 5 N/A

Comments/Recommendations: _____

27. Ability to apply those principles to teaching, facilitation, and presentations as appropriate

1 2 3 4 5 N/A

Comments/Recommendations: _____



Health and Safety

28. Understands and applies principles of health and safety

1 2 3 4 5 N/A

Comments/Recommendations: _____

29. Able to assess and address health and safety concerns of themselves and clients

1 2 3 4 5 N/A

Comments/Recommendations: _____

30. Understands and applies universal precautions

1 2 3 4 5 N/A

Comments/Recommendations: _____

31. Is able to respond appropriately to emergencies

1 2 3 4 5 N/A

Comments/Recommendations: _____

32. Other

1 2 3 4 5 N/A

Comments/Recommendations: _____
