# 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

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2. Demonstrates orientation to the role of CHW

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

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4. Demonstrates cultural competence in ways that support community health

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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: __________________________________________________________
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11. Demonstrates adherence to institutional and departmental ethical practice

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**Reflective Practice**

12. Demonstrates reflective practice

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

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**Communication Skills**

14. Demonstrates appropriate communication skills

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15. Utilizes effective and culturally competent communication skills

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16. Practices active listening and other communication skills

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17. Utilizes positive behavior supports, including Motivational Interviewing skills

1 2 3 4 5 N/A

Comments/Recommendations: ____________________________________________________________
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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: ____________________________________________________________
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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: ____________________________________________________________
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20. Uses community networking to support community health

1 2 3 4 5 N/A

Comments/Recommendations: ____________________________________________________________
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21. Applies advocacy and empowerment to support community health

1 2 3 4 5 N/A

Comments/Recommendations: ____________________________________________________________
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Health Literacy

22. Demonstrates basic concepts of health literacy
   1 2 3 4 5 N/A
   Comments/Recommendations: __________________________________________
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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: __________________________________________
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## Health and Safety

28. Understands and applies principles of health and safety

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

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Comments/Recommendations:  

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30. Understands and applies universal precautions

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31. Is able to respond appropriately to emergencies

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32. Other

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