



BSW/MSW Foundation Concentration Field Evaluation Instrument

Rating Scale for Evaluation of Field Placement Performance

Midterm

Final

Name of Intern: _____ Date: _____

MSW Sequence: I (Full-time)

Ia (Part-time)

Instructions for Rating Interns on the 10 Competencies in the First Part of the Evaluation:

The standard by which an intern is to be compared is that of a new beginning-level social worker. The 10 competencies specified in this evaluation form are those established by our national accrediting organization (the Council on Social Work Education). Under each competency statement are several items that we ask that you rate according to the following criteria.

5	The intern has excelled in this area
4	The intern is functioning above expectations for interns in this area
3	The intern has met the expectations for interns in this area
2	The intern has not as yet met the expectations in this area, but gives indication s/he will in the near future.
1	The intern has not met the expectations in this area, and does not give indication s/he will in the near future.
no	No opportunity, as the intern has not had the opportunity to demonstrate competence area.

Comments may be made under any competency statement, if desired. Please be sure to indicate those areas in which you think the intern is particularly strong and those areas in which the student need improvement. This evaluation is intended to give the intern feedback about her or his performance. The field instructor's rating of these items will not directly be used to calculate the grade given to the intern. The faculty liaison has responsibility of assigning the grade for field instruction. The grade that is assigned will be based on: **the faculty liaison's overall evaluation of the student's performance in field placement in conjunction with the field instructor's evaluation and other submitted materials such as: intern logs; seminar participation; papers that integrate field with classroom instruction.**

If you prefer to use another evaluation system in addition to this form to evaluate a student's performance, please discuss this with the faculty supervisor.

Competency #1: Intern identifies as a professional social worker and conducts himself/herself accordingly.

1.1	Advocated well for client access to the services of social work	5	4	3	2	1	no
1.2	Practices personal reflection and self-correction to assure continual professional development	5	4	3	2	1	no
1.3	Attends well professional roles and boundaries	5	4	3	2	1	no
1.4	Demonstrates professional demeanor in appearance and communication	5	4	3	2	1	no
1.5	Engages in career-long learning	5	4	3	2	1	no
1.6	Uses supervision and consultation effectively	5	4	3	2	1	no

Comments:

Competency #2: Intern applies social work ethical principles to guide his/her professional practice.

2.1	Recognizes and manages personal values in a way that allows professional values to guide practice (e.g., on such issues as abortion and gay rights)	5	4	3	2	1	no
2.2	Makes ethical decisions by applying standards of the NASW Code of Ethics	5	4	3	2	1	no
2.3	Tolerates well ambiguity in resolving ethical conflicts	5	4	3	2	1	no
2.4	Is able to apply strategies of ethical reasoning to arrive at principled decisions	5	4	3	2	1	no

Comments:

Competency #3: Apply critical thinking to inform & communicate professional judgments.

3.1	Is skilled at appraising and integrating multiple sources of knowledge; including research based knowledge and practice wisdom	5	4	3	2	1	no
3.2	Is skilled at analyzing models of assessment, prevention, intervention, and evaluation	5	4	3	2	1	no
3.3	Demonstrates effective written communication in working with individuals, families, groups, organizations, communities, and colleagues	5	4	3	2	1	no

Comments:

Competency #4: Intern engages diversity and difference in practice

4.1	Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	5	4	3	2	1	no
4.2	Has sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	5	4	3	2	1	no
4.3	Recognizes and communicates her or his understanding of the importance of difference in shaping life experiences	5	4	3	2	1	no
4.4	Views herself or himself as a learner and engages those he or she works with as informants	5	4	3	2	1	no

Comments:

Competency #5: Intern advances human rights and social and economic justice.

5.1	Understands the forms and mechanisms of oppression and discrimination	5	4	3	2	1	no
5.2	Is skilled at advocating for human rights and social and economic justice	5	4	3	2	1	no
5.3	Is skilled at engaging in practices that advance social and economic justice	5	4	3	2	1	no

Comments:**Competency #6: Intern engages in research-informed practice and practice-informed research.**

6.1	Uses practice experience to inform research	5	4	3	2	1	no
6.2	Use research to inform practice	5	4	3	2	1	no

Comment:**Competency #7: Intern applies knowledge of human behavior and the social environment.**

7.1	Demonstrates ability to utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation	5	4	3	2	1	no
7.2	Demonstrates ability to critique and apply knowledge to understand the person in the environment	5	4	3	2	1	no

Comments:**Competency #8: Intern engages in policy practice to advance social and economic well being and to deliver effective social work services.**

8.1	Is skilled at analyzing, formulating, and advocating for policies that advance social well-being	5	4	3	2	1	no
8.2	Is skilled at collaborating with colleagues and clients for effective policy action	5	4	3	2	1	no

Comments:**Competency #9: Intern responds to contexts that shape practice.**

9.1	Is skilled at continuously discovering, appraising, and attending to changing locales, populations, scientific and technological developments, and emerging societal trends in order to provide relevant services	5	4	3	2	1	no
9.2	Is skilled at providing leadership in promoting sustainable changes in services delivery and practice to improve the quality of social services	5	4	3	2	1	no

Comments:

Competency #10: Intern engages, assesses, intervenes, and evaluates with individuals, families, groups, organizations, and communities.

10.1	Is able to work substantively & affectively to prepare for action with individuals, families, groups, organizations, and communities	5	4	3	2	1	no
10.2	Demonstrates empathy and other interpersonal skills	5	4	3	2	1	no
10.3	Is able to develop a mutually agreed upon focus of work and desired outcomes	5	4	3	2	1	no
10.4	Is skilled at collecting, organizing and interpreting client data	5	4	3	2	1	no
10.5	Is skilled assessing clients strengths and limitations	5	4	3	2	1	no
10.6	Is skilled at developing mutually agreed-upon intervention goals & objectives	5	4	3	2	1	no
10.7	Is skilled at selecting appropriate intervention strategies	5	4	3	2	1	no
10.8	Is skilled at initiating action to achieve organization goals	5	4	3	2	1	no
10.9	Is skilled at implementing prevention interventions that enhance client capacities	5	4	3	2	1	no
10.10	Is skilled at helping clients resolve problems	5	4	3	2	1	no
10.11	Is skilled at negotiating, mediating, and advocating for clients	5	4	3	2	1	no
10.12	Is skilled at facilitating transitions and endings	5	4	3	2	1	no
10.13	Demonstrates ability to analyze, monitor and evaluate interventions	5	4	3	2	1	no

Comments:

Please check one of the following at the midterm evaluation. At the final evaluation do NOT complete this section.

- This intern is excelling in field placement by performing above expectations for interns.
- This intern is meeting the expectations of a field placement intern.
- This intern is functioning somewhat below the expectations of a field placement intern.
- There is a question whether this intern will be ready for beginning level social work practice by the end of placements
- This intern is functioning below the expectations of a field placement intern. There is considerable concern that this intern will not be ready for beginning level social work practice by the end of placement.
- This intern should perhaps be encouraged to pursue another major.

Comments/elaboration:

Signature of Agency Field Instructor

Agency

Date

The following section should be completed by the intern:

My agency supervisor and faculty supervisor have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

- I agree with the evaluation I do not agree with the evaluation

Intern's Signature _____ Date _____

- If this intern disagrees with the evaluation she/he should state that disagreement in writing and submit a copy to both the agency supervisor and the faculty supervisor. A meeting will be arranged with all parties..