**Elizabethtown College**

**Social Work Department**

473 Student Final Evaluation **Spring Semester**

Name of Student:

Agency:

Field Instructor:

Year       Semester

This form is divided into categories which reflect the competencies, course objectives and professional practice behaviors of SW 472/473 Advanced Field Instruction.

*Instructions for rating interns on the 9 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 nine competencies that are specified in this evaluation form are those established by our national accrediting organization (The Council on Social Work Education). **These competencies are fully described at the end of this evaluation form**. Under each competency statement are several items that we ask that you rate according to the following criteria.

|  |  |
| --- | --- |
| 1 | The intern is functioning far above expectations for interns in this area |
| 2 | The intern is functioning above expectations for interns in this area |
| 3 | The intern has met the expectations for interns in this area |
| 4 | The intern has not as yet met the expectations in this area, but there is hope that the intern will meet the expectations in the near future |
| 5 | The intern has not met the expectations in this area, and there is not much hope that the intern will meet the expectations in this area in the near future |

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 that need improvement.

It is important to use the space designated for comments to elaborate on the checkmark and to provide information which does not fall within one of the categories.

This evaluation is intended to give the intern feedback about her or his performance. The agency supervisor’s rating of these items will not directly be used to calculate the grade that is given to the intern. The faculty supervisor has the responsibility of assigning the grade for the course.

**Competency #1: *Demonstrate Ethical and Professional Behavior***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 1.1 | Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]   |
| 1.2 | Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 1.3 | Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 1.4 | Use technology ethically and appropriately to facilitate practice outcomes | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 1.5 | Use supervision and consultation to guide professional judgment and behavior | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #1  | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

**Competency #2: *Engage Diversity and Difference in Practice***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 2.1 | Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 2.2 | Present themselves as learners and engage clients and constituencies as experts of their own experiences | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 2.3 | Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #2 | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

**Competency #3: *Advance Human Rights and Social, Economic, and Environmental***

***Justice***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 3.1 | Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 3.2 | Engage in practices that advance social, economic, and environmental justice | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #3 | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

**Competency #4: *Engage In Practice-informed Research and Research-informed Practice***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 4.1 | Use practice experience and theory to inform scientific inquiry and research; | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 4.2 | Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 4.3 | Use and translate research evidence to inform and improve practice, policy, and service delivery | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #4  | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

**Competency #5: *Engage in Policy Practice***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 5.1 | Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 5.2 | Assess how social welfare and economic policies impact the delivery of and access to social services | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 5.3 | Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #5 | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

**Competency #6: *Engage with Individuals, Families, Groups, Organizations, and***

***Communities***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 6.1 | Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 6.2 | Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #6 | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

**Competency #7: *Assess Individuals, Families, Groups, Organizations, and Communities***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 7.1 | Collect and organize data, and apply critical thinking to interpret information from clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 7.2 | Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 7.3 | Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 7.4 | Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #7 | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

**Competency #8: *Intervene with Individuals, Families, Groups, Organizations, and***

***Communities***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 8.1 | Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 8.2 | Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 8.3 | Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 8.4 | Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 8.5 | Facilitate effective transitions and endings that advance mutually agreed-on goals | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #8 | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

**Competency #9: *Evaluate Practice with Individuals, Families, Groups,***

***Organizations, and Communities***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 9.1 | Select and use appropriate methods for evaluation of outcomes | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 9.2 | Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 9.3 | Critically analyze, monitor, and evaluate intervention and program processes and outcomes | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |
| 9.4 | Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Overall Rating of Competency #9 | 1[ ]  | 2[ ]  | 3[ ]  | 4[ ]  | 5[ ]  |

Comments:

1. What do you see as the student’s strengths in his/her field assignment?

2. What areas does the student need to work on improving?

3. Other comments:

**Final Overall Evaluation**

Please check one of the following at the final evaluation.

**[ ]** This intern has excelled in field placement by performing above expectations for interns.

 If an appropriate position were open at this agency, for a beginning level social worker, this intern would be considered among the top candidates for this position.

**[ ]**  This intern has met the expectations of the field placement. This intern is ready for beginning level social work practice.

**[ ]** This intern is not yet ready for beginning level social work practice.

**[ ]**  This intern is not yet ready for beginning level social work practice, and has demonstrated serious problems in performance, and perhaps should be encouraged to pursue another major.

 Field Instructor’s Signature Date

 Student’s Signature Date

**Description of CSWE Social Work Competencies**

**Competency #1: *Demonstrate Ethical and Professional Behavior***

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in interprofessional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

**Competency #2: *Engage Diversity and Difference in Practice***

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

**Competency #3: *Advance Human Rights and Social, Economic, and Environmental***

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

**Competency #4: *Engage In Practice-informed Research and Research-informed Practice***

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice

**Competency #5: *Engage in Policy Practice***

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

**Competency #6: *Engage with Individuals, Families, Groups, Organizations, and***

***Communities***

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

**Competency #7: *Assess Individuals, Families, Groups, Organizations, and Communities***

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of interprofessional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision- making.

**Competency #8: *Intervene with Individuals, Families, Groups, Organizations, and***

***Communities***

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence- informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and interorganizational collaboration.

**Competency #9: *Evaluate Practice with Individuals, Families, Groups, Organizations, and***

***Communities***

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.