This form is designed for the assessment of the student’s performances in Field Education and readiness for entry level generalist social work practice. The uniqueness of the field instruction setting, client population, and student are considered in reviewing ratings for reporting student progress.
Students are expected to make progress in each of the skill areas listed on this form. Satisfactory achievement in each of the performances areas will be rated using the following scale:

0 = Poor: Student did not display the skills, values, knowledge, or cognitive/ affective processes expected of a social work student to meet competencies.

1 = Needs Improvement: Demonstrates acceptable social work skills, but lack in Professionalism.

2 = Meets Minimum Expectations: Demonstrates the minimum skills required of a social work student.

3 = Competent: Demonstrates abilities that are expected of a social work student.

4 = Superior: Job/Skill performance surpasses what one would expect of a student.

N/A = Not Applicable: Student has not had opportunity to meet this practice behavior but should meet all practice behaviors by the Spring Semester’s final evaluation.

If a rating of 0-2 is given, the Field Instructor should provide an explanation in the “comments” section and should contact the Social Work Field Education Liaison and/or Director immediately.

The Field Instructor will evaluate the student’s level of achievement and place the appropriate number on the space indicated. There are two evaluations made per semester, the first at midterm, and the second at the completion of the practicum. It is expected that the Field Instructor and student will discuss the evaluation prior to the evaluation conference with the Social Work Field Education Liaison.
*Social Work Faculty will complete the Section Total and Section Mean blanks*

<table>
<thead>
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<tr>
<td>Poor</td>
<td>Needs Improvement</td>
<td>Meets Minimum Expectations</td>
<td>Competent</td>
<td>Superior</td>
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Competency 1: Demonstrate Ethical and Professional Behavior

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.
   0____ 1____ 2____ 3____ 4____ N/A_____

2. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.
   0____ 1____ 2____ 3____ 4____ N/A_____

3. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.
   0____ 1____ 2____ 3____ 4____ N/A_____

4. Use technology ethically and appropriately to facilitate practice outcomes.
   0____ 1____ 2____ 3____ 4____ N/A_____

5. Use supervision and consultation to guide professional judgment and behavior.
   0____ 1____ 2____ 3____ 4____ N/A_____

6. Engage with clients and colleagues conveying a strength-based approach and attitude.
   0____ 1____ 2____ 3____ 4____ N/A_____

7. Demonstrate professional and ethical social work conduct in areas of practice.
   0____ 1____ 2____ 3____ 4____ N/A_____

8. Demonstrate the ability to critically analyze cases and articulate how to resolve in an ethical manner.
   0____ 1____ 2____ 3____ 4____ N/A_____

Comments:

_______________________________________________________________________________
_____________________________________________________________________________________
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Section Total ___________________    Section Mean ___________________
Competency 2: Engage Diversity and Difference in Practice

9. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.
   0____ 1____ 2____ 3____ 4____ N/A____

10. Present themselves as learners and engage clients and constituencies as experts of their own experiences.
    0____ 1____ 2____ 3____ 4____ N/A____

11. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.
    0____ 1____ 2____ 3____ 4____ N/A____

12. Demonstrate culturally centered practice that recognizes the diversity that exists between, among, and within different groups.
    0____ 1____ 2____ 3____ 4____ N/A____

13. Apply self-awareness to manage the influence of personal biases and values in working with diverse individuals, families, groups, organizations, communities and constituencies.
    0____ 1____ 2____ 3____ 4____ N/A____

Comments:

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Section Total ____________________  Section Mean ____________________
Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

14. Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels
   0____ 1____ 2____ 3____ 4____ N/A_____

15. Engage in practices that advance social, economic, and environmental justice.
   0____ 1____ 2____ 3____ 4____ N/A_____

16. Demonstrate effective and diplomatic skills in advocacy
   0____ 1____ 2____ 3____ 4____ N/A_____

17. Deconstruct situations (culture, social, political, economic, etc.) where human rights are being violated.
   0____ 1____ 2____ 3____ 4____ N/A_____

18. Compare how social, economic, cultural, and political frameworks can oppress and violate human rights.
   0____ 1____ 2____ 3____ 4____ N/A_____

Comments:
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Section Total ______________________  Section Mean ______________________
Competency 4: Engage In Practice-informed Research and Research-informed Practice

19. Use practice experience and theory to inform scientific inquiry and research.
   0____ 1____ 2____ 3____ 4____ N/A____

20. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.
   0____ 1____ 2____ 3____ 4____ N/A_____ 

21. Use and translate research evidence to inform and improve practice, policy, and service delivery.
   0____ 1____ 2____ 3____ 4____ N/A_____ 

22. Appraise, evaluate, and propose various methods of program evaluation.
   0____ 1____ 2____ 3____ 4____ N/A_____ 

23. Evaluate how personal values and biases impact research-informed practice and practice-informed research.
   0____ 1____ 2____ 3____ 4____ N/A_____ 

Comments:
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Section Total ______________________  Section Mean ______________________
Competency 5: Engage in Policy Practice

24. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.
   0____ 1____ 2____ 3____ 4____ N/A_____

25. Assess how social welfare and economic policies impact the delivery of and access to social services.
   0____ 1____ 2____ 3____ 4____ N/A_____

26. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.
   0____ 1____ 2____ 3____ 4____ N/A_____

27. Demonstrate leadership in the organizational change process.
   0____ 1____ 2____ 3____ 4____ N/A_____

28. Evaluate the impact (intended and unintended) of global policies and regulations.
   0____ 1____ 2____ 3____ 4____ N/A_____

29. Interpret societal trends in order to develop and promote the empowerment of vulnerable populations within social work practice.
   0____ 1____ 2____ 3____ 4____ N/A_____

Comments:

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Section Total ___________________________    Section Mean ___________________________
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

30. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.
0____ 1____ 2____ 3____ 4____ N/A_____

31. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.
0____ 1____ 2____ 3____ 4____ N/A_____

32. Establish a relationally based process that encourages Individuals, Families, Groups, Organizations, and Communities to be equal participants in the establishment of expected outcomes.
0____ 1____ 2____ 3____ 4____ N/A_____

33. Implement appropriate engagement strategies to engage individuals, families, groups, organizations, and communities within a particular theoretical model.
0____ 1____ 2____ 3____ 4____ N/A_____

34. Utilize self-reflective and intrapersonal skills to effectively engage diverse individuals, families, groups, organizations, communities, and constituencies.
0____ 1____ 2____ 3____ 4____ N/A_____

Comments:
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Section Total ___________________________  Section Mean ___________________________
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities.

35. Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.
   0____ 1____ 2____ 3____ 4____ N/A_____

36. 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.
   0____ 1____ 2____ 3____ 4____ N/A_____

37. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.
   0____ 1____ 2____ 3____ 4____ N/A_____

38. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.
   0____ 1____ 2____ 3____ 4____ N/A_____

39. Articulates and demonstrates the influence theory has on assessment process.
   0____ 1____ 2____ 3____ 4____ N/A_____

40. Apply an assessment strategy to assess individuals, families, groups, organizations, and communities within a complimentary theoretical model.
   0____ 1____ 2____ 3____ 4____ N/A_____

41. Design appropriate assessment and planning strategies that empower service recipients.
   0____ 1____ 2____ 3____ 4____ N/A_____

Comments:

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Section Total ___________________  Section Mean ___________________
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

42. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.
   0____ 1____ 2____ 3____ 4____ N/A_____

43. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.
   0____ 1____ 2____ 3____ 4____ N/A_____

44. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.
   0____ 1____ 2____ 3____ 4____ N/A_____

45. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.
   0____ 1____ 2____ 3____ 4____ N/A_____

46. Facilitate effective transitions and endings that advance mutually agreed-on goals.
   0____ 1____ 2____ 3____ 4____ N/A_____

47. Utilize leadership skills to promote sustainable change in the intervention process.
   0____ 1____ 2____ 3____ 4____ N/A_____

48. Implement effective intervention strategies to work with individuals, families, groups, organizations, and communities within a particular theoretical model.
   0____ 1____ 2____ 3____ 4____ N/A_____

49. Implement the strategies that empower individuals, families, groups, organizations, and communities in various contexts of practice.
   0____ 1____ 2____ 3____ 4____ N/A_____

Comments:
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Section Total ___________________________  Section Mean ___________________________
Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

50. Select and use appropriate methods for evaluation of outcomes.
   0____ 1____ 2____ 3____ 4____ N/A_____

51. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.
   0____ 1____ 2____ 3____ 4____ N/A_____

52. Critically analyze, monitor, and evaluate intervention and program processes and outcomes.
   0____ 1____ 2____ 3____ 4____ N/A_____

53. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.
   0____ 1____ 2____ 3____ 4____ N/A_____

54. Discern evaluation methods to measure the extent of change to individuals, families, groups, organizations, and communities.
   0____ 1____ 2____ 3____ 4____ N/A_____

55. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom to achieve target outcome.
   0____ 1____ 2____ 3____ 4____ N/A_____

56. Critique evaluation practices informed from a particular theoretical model.
   0____ 1____ 2____ 3____ 4____ N/A_____

Comments:
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Section Total ___________________________  Section Mean ___________________________
1. Identify the student’s strengths and outstanding abilities.

2. Identify areas which need continued attention or improvement.

4. Other Comments:
SIGNATURES:

__________________________________________ Date
Student Signature

__________________________________________ Date
Agency MSW Field Instructor Signature

__________________________________________ Date
Social Work MSW Field Education Liaison (Faculty)