



**Angelo State University
Department Social Work**

Social Work Program
MSW Field Education Student Evaluation
Advanced Generalist Specialization

Student _____ Semester _____

Agency _____

Field Instructor _____ Date _____

_____ Midterm Evaluation or _____ Final Evaluation (Select One)

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

0 Poor	1 Needs Improvement	2 Meets Minimum Expectations	3 Competent	4 superior
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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:

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:

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:

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:

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 polices 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:

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:

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:

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:

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:

Section Total _____

Section Mean _____

1. Identify the student's strengths and outstanding abilities.

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2. Identify areas which need continued attention or improvement.

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4. Other Comments:

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SIGNATURES:

Student Signature

Date

Agency MSW Field Instructor Signature

Date

Social Work MSW Field Education Liaison (Faculty)

Date