

## Student Performance Evaluation (MSW II Advanced)

Midterm

Final

Name of Intern \_\_\_\_\_ Dates \_\_\_\_\_

Agency \_\_\_\_\_ Field Instructor \_\_\_\_\_

***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 basic (beginning-level) social worker. The presumption is that this intern has a basic (beginning-level) skill set. The 10 competencies that are specified in this evaluation form are those established by our national accrediting organization (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 above & beyond any expectations of a beginning-level social worker
4	The intern is functioning above their learning plan expectations in this area
3	The intern has met their learning plan expectations in this area
2	The intern has not as yet met their learning plan expectations in this area, but appears motivated to continue to focus and potentially meet the expectations within the timeframe of this placement.
1	The intern has not met the expectations in this area, and appears unmotivated to make changes that would meet their learning plan expectations in the near future
n/a	Not applicable, as the intern has not had the opportunity to demonstrate competence in this 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 that need improvement.

This evaluation is intended to give the intern feedback about her or his performance. The agency field instructors rating of these items will not directly be used to calculate the grade that is given to the intern. The University faculty has the responsibility of assigning the grade for the course. The grade that is assigned will be based on the following percentages:

100 - 94 = A, 93 - 88 = B+, 87 - 82 = B, 81 - 76 = C+,

75 - 70 = C, 69 - 64 = D+, 63 - 58 = D

The intern MUST score 76% or higher to satisfy course requirements.

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

a.	Advocates for client access to the services of social work.	1	2	3	4	5	na
b.	Practices personal reflection and self-correction to assure continual professional development.	1	2	3	4	5	na
c.	Attends to professional roles and boundaries	1	2	3	4	5	na
d.	Demonstrates professional demeanor in behavior, appearance, and communication	1	2	3	4	5	na
e.	Uses supervision and consultation: actively seeks and engages in the supervisory process, e.g. provides an agenda and case materials for supervision meetings.	1	2	3	4	5	na

f.	Practices personal reflection and self-correction to assure continual professional development	1	2	3	4	5	na
g.	Evidences professional discipline and maturity	1	2	3	4	5	na
h.	Develops, manages, and maintains therapeutic relationships within the person-in-environment perspective	1	2	3	4	5	na

Comments:

<b>Competence #2: Intern applies social work ethical principles to guide his or her professional practice.</b>
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a.	Recognizes and manages personal values in a way that allows professional values to guide practice.	1	2	3	4	5	na
b.	Makes ethical decisions by applying standards of the NASW Code of Ethics	1	2	3	4	5	na
c.	Tolerates ambiguity in resolving ethical conflicts	1	2	3	4	5	na
d.	Applies strategies of ethical reasoning to arrive at principled decisions	1	2	3	4	5	na
e.	Is knowledgeable and abides by laws relevant to social work	1	2	3	4	5	na

Comments:

<b>Competence #3: Intern applies critical thinking to inform and communicate professional judgments</b>
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a..	Distinguishes, appraises, and integrates multiple sources of knowledge, including research-based knowledge and practice wisdom.	1	2	3	4	5	na
b.	Analyzes models of assessment, prevention, intervention and evaluation.	1	2	3	4	5	na
c.	Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues.	1	2	3	4	5	na
d.	Demonstrates discriminate clinical application of academic theoretical material in work with clients congruent with their needs	1	2	3	4	5	na
e.	Demonstrates ability to creatively problem solve.	1	2	3	4	5	na
f.	Demonstrates ability to formulate alternative options.	1	2	3	4	5	na
g.	Completes written reports that are well organized, clear, and comprehensive, yet concise	1	2	3	4	5	na

Comments:



**Competence #4: Intern engages diversity and difference in practice**

a.	Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.	1	2	3	4	5	na
b.	Has sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.	1	2	3	4	5	na
c.	Recognizes and communicates understanding of the importance of difference in shaping life experiences.	1	2	3	4	5	na
d.	Views self as a learner and engages those with whom they work as informants.	1	2	3	4	5	na
e.	Evidences an educated understanding of human behavior, and has specialized knowledge of populations and issues served by the field agency.	1	2	3	4	5	na
f.	Treats diverse clients with dignity and respect	1	2	3	4	5	na

Comments:

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

a.	Understands the forms and mechanisms of oppression and discrimination.	1	2	3	4	5	na
b.	Advocates for human rights and social and economic justice.	1	2	3	4	5	na
c.	Engages in practices that advance social and economic justice.	1	2	3	4	5	na
d.	Recognizes that each client has basic human rights, such as self-determination, safety, privacy, adequate standard of living, health care and education.	1	2	3	4	5	na
e.	Advocates for universal access to health and mental health care	1	2	3	4	5	na

Comments:

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

a.	Uses practice experience to inform scientific inquiry	1	2	3	4	5	na
b.	Uses research evidence to inform practice	1	2	3	4	5	na
c.	Uses research methodology to evaluate clinical practice effectiveness and outcomes	1	2	3	4	5	na
d.	Uses research findings to improve practice, policy, and social service delivery	1	2	3	4	5	na

Comments:

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

a.	Utilizes conceptual frameworks to guide the process of assessment.	1	2	3	4	5	na
b.	Utilizes conceptual frameworks to guide the process of intervention.	1	2	3	4	5	na
c.	Utilizes conceptual frameworks to guide the process of evaluation.	1	2	3	4	5	na
d.	Critiques and applies knowledge to understand person in environment.	1	2	3	4	5	na
e.	utilizes knowledge of social systems, community, and institutions when working with individuals clients, families and groups.	1	2	3	4	5	na

Comments:

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

a.	Analyzes, formulates, and advocates for policies that advance social well-being.	1	2	3	4	5	na
b.	Collaborates with colleagues and clients for effective policy action.	1	2	3	4	5	na
c.	Is knowledgeable about current laws and policies that impact their clients.	1	2	3	4	5	na
d.	Applies practice-based evidence in advocacy for policies that advance social and economic well-being	1	2	3	4	5	na

Comments:

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

a.	Discovers, appraises, and attends to changing locales, populations, scientific and technological development, and emerging societal trends to provide relevant services.	1	2	3	4	5	na
b.	Provides leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.	1	2	3	4	5	na
c.	Understands clinical social work practice within the contexts of the agency, community, public policy and social responsibility.	1	2	3	4	5	na
d.	Perceives the impact of the contexts of agency, community, and policy on the clients and workers.	1	2	3	4	5	na
e.	Develops intervention plans to accomplish systemic change	1	2	3	4	5	na

Comments:

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

**ENGAGEMENT:**

a.	Substantively and effectively prepares for action with:	1	2	3	4	5	na
1.	individuals	1	2	3	4	5	na
2.	families	1	2	3	4	5	na
3.	groups	1	2	3	4	5	na
4.	organizations	1	2	3	4	5	na
5.	communities	1	2	3	4	5	na
b.	Uses empathy and other interpersonal skill such as genuineness, respect and positive regard in communications with clients.	1	2	3	4	5	na
c.	Develops a mutually agreed-on focus of work and desired outcomes.	1	2	3	4	5	na
d.	Relates to clients on both an intellectual and affective level.	1	2	3	4	5	na
	<b>ASSESSMENT:</b>						
a.	Collects, organizes and interprets client data.	1	2	3	4	5	na
b.	Assess client strengths and limitations.	1	2	3	4	5	na
c.	Develops mutually agreed-on intervention goals and objectives	1	2	3	4	5	na
d.	Selects appropriate intervention strategies	1	2	3	4	5	na
e.	Utilizes the understanding gained in client assessment to develop the intervention plan.	1	2	3	4	5	na
	<b>INTERVENTION:</b>	1	2	3	4	5	na
a.	Initiate actions to achieve organizational goals	1	2	3	4	5	na
b.	Implements prevention interventions that enhance client capacities.	1	2	3	4	5	na
c.	Helps clients resolve problems.	1	2	3	4	5	na
d.	Negotiates, mediates, and advocates for clients.	1	2	3	4	5	na
e.	Facilitates transitions and endings.	1	2	3	4	5	na
f.	Demonstrates the use of appropriate clinical techniques for a range of presenting concerns	1	2	3	4	5	na
g.	Collaborates with other professionals to coordinate treatment interventions on behalf of client	1	2	3	4	5	na

<b>EVALUATION:</b>							
a.	Critically analyzes clinical interventions	1	2	3	4	5	na
b.	Critically monitors clinical interventions	1	2	3	4	5	na
c.	Critically evaluates clinical interventions	1	2	3	4	5	na

Comments:

<b>Overall Evaluation at <u>MIDTERM</u>:</b>
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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 below the expectations of a field placement intern.
- This intern is functioning below the expectations of a field placement intern.

Comments/elaboration:

Signature of Agency Field Instructor \_\_\_\_\_

Agency \_\_\_\_\_ Date \_\_\_\_\_

***The intern should complete the following section:***

My agency field instructor and university field liaison have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

I agree with the evaluation <input type="checkbox"/> I do not agree with evaluation <input type="checkbox"/>
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Intern's Signature \_\_\_\_\_ Date \_\_\_\_\_

- If the intern disagrees with the evaluation she/he should state that disagreement in writing and submit a copy to both the agency field instructor and the university faculty liaison.

**FINAL OVERALL EVALUATION:**

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

- This intern has excelled in field placement by performing above expectations for interns. This intern appears ready for Field II
- This intern has met the expectations of the field placement. This intern appears to be ready for Field II.
- This intern is not yet ready for basic (beginning level) social work practice.
- This intern is not yet ready for basic (beginning level) social work practice, and has demonstrated serious problems in performance.

Comments/elaboration:

Signature of Agency Field Instructor \_\_\_\_\_

Agency \_\_\_\_\_ Date \_\_\_\_\_

***The following section should be completed by the intern:***

My agency field instructor and university field liaison have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

I agree with the evaluation	<input type="checkbox"/>
I do not agree with evaluation	<input type="checkbox"/>

Intern's Signature \_\_\_\_\_ Date \_\_\_\_\_

- If the intern disagrees with the evaluation she/he should state that disagreement in writing and submit a copy to both the agency field instructor and the university faculty liaison.

This evaluation is based upon competencies established by the Council of Social Work Education (CSWE), 2009. This evaluation tool is a modification of a prototype developed by Charles Zastrow PhD. and is used with permission.