

JOINT SOCIAL WORK FIELD INSTRUCTION PROGRAM
North Carolina Agricultural and Technical State University
Department of Sociology and Social Work

The University of North Carolina at Greensboro
Department of Social Work
Mid-Term Evaluation
Semester/Year :

Name of Intern: Date:

Rating Scale for Evaluation of Field Placement Performance
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Instructions for Rating Students 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 9 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 sub-competencies to consider when **rating the bolded competency**. Please utilize the rankings below:

5	The student has excelled in this area
4	The student is functioning above expectations for interns in this area
3	The student has met the expectations for interns in this area
2	The student has not as yet met the expectations in this area, but the gives indication s/he will do so in the near future
1	The student has not met the expectations in this area, and does not give indications s/he will do so in the near future
n/a	Not applicable, as the intern has not had the opportunity to demonstrate competence in this area

Comments may accompany 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 liaison.

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 inter-professional 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.

	Behaviors	Student rating	Instructor rating	Student comments	Instructor comments
(1)	Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical and principled decision making, ethical conduct of research and additional codes of ethic as appropriate to context and, as applicable, of the International Federation of Social Workers/ International Association of Schools of Social Work Ethics in Social Work Statement of Principles.	Please choose	Please choose		
(2)	Practice personal reflection and self-correction to assure continual professional development.	Please choose	Please choose		
(3)	Attend to professional roles, responsibilities, relationships and boundaries.	Please choose	Please choose		
(4)	Demonstrate professional demeanor in behavior, appearance, and oral and written communication.	Please choose	Please choose		

(5)	Engage in career-long learning.	Please choose	Please choose		
(6)	Use technology ethically and appropriately to facilitate practice outcomes.	Please choose	Please choose		
(7)	Recognize and manage personal values in a way that allows professional values to guide practice.	Please choose	Please choose		
(8)	Tolerate ambiguity in resolving ethical conflicts.	Please choose	Please choose		
(9)	Use supervision and consultation to guide professional judgement and behavior.	Please choose	Please choose		

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.

	Behaviors	Student rating	Instructor rating	Student comments	Instructor comments
(10)	Recognize and communicate their understanding of the importance of difference in shaping life experiences.	Please choose	Please choose		
(11)	Present and view themselves as learners and engage those with whom they work as informants.	Please choose	Please choose		
(12)	Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.	Please choose	Please choose		
(13)	Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.	Please choose	Please choose		

(14)	Understand the forms and mechanisms of oppression and discrimination.	Please choose	Please choose		
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Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice. 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.

	Behaviors	Student rating	Instructor rating	Student comments	Instructor comments
(15)	Apply their understanding of social, economic and environmental justice to advocate for human rights at the individual and system levels.	Please choose	Please choose		
(16)	Engage in practices that advance social and economic justice.	Please choose	Please choose		

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.

	Behaviors	Student rating	Instructor rating	Student comments	Instructor comments
(17)	Distinguish, appraise, integrate, and analyze multiple sources of knowledge, including quantitative and qualitative research methods and findings, and practice wisdom.	Please choose	Please choose		
(18)	Gain self-awareness to minimize the influence of personal biases and values in working with diverse groups	Please choose	Please choose		

(19)	Use and translate research evidence to inform and improve practice, policy, and service delivery.	Please choose	Please choose		
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Competency 5: Engage in Policy Practice.

	Behaviors	Student rating	Instructor rating	Student comments	Instructor comments
(20)	Identify social policies at the local, state, and federal levels and emerging societal trends (changing locales, populations, scientific and technological developments) that impact well-being, service delivery, and access to social services.	Please choose	Please choose		
(21)	Assess how social welfare and economic policies impact the delivery of and access to social services.	Please choose	Please choose		
(22)	Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	Please choose	Please choose		

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities.

	Behaviors	Student rating	Instructor rating	Student comments	Instructor comments
(23)	Critique/analyze and apply knowledge of human behavior and the environment, person in environment, and other multi-disciplinary theoretical frameworks to engage with clients and constituencies.	Please choose	Please choose		
(24)	Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.	Please choose	Please choose		
(25)	Use empathy, reflection and interpersonal skills to effectively engage diverse clients and constituencies.	Please choose	Please choose		

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 inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

	Behaviors	Student rating	Instructor rating	Student comments	Instructor comments
(26)	Collect, organize, and interpret client data.	Please choose	Please choose		
(27)	Analyze and apply assessment models, knowledge of human behavior and the environment, person in environment, and other multi-disciplinary theoretical frameworks to engage with clients and constituencies.	Please choose	Please choose		
(28)	Develop a mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with on clients and constituencies	Please choose	Please choose		
(29)	Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	Please choose	Please choose		

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 inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.

	Behaviors	Student rating	Instructor rating	Student comments	Instructor comments
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(30)	Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.	Please choose	Please choose		
(31)	Analyze prevention and intervention models; apply knowledge of human behavior and the environment, person in environment, and other multi-disciplinary frameworks to engage with clients and constituencies.	Please choose	Please choose		
(32)	Use Interprofessional collaboration as appropriate to achieve beneficial practice outcomes.	Please choose	Please choose		
(33)	Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.	Please choose	Please choose		
(34)	Facilitate effective transitions and endings that advance mutually agreed-on goals.	Please choose	Please choose		

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.

	Behavior	Student rating	Instructor rating	Student comments	Instructor comments
(35)	Select and use appropriate methods for evaluation of outcomes.	Please choose	Please choose		
(36)	Analyze evaluation models, apply knowledge of human behavior and the environment, person in environment, and other multi-disciplinary theoretical frameworks in the evaluation of outcomes.	Please choose	Please choose		
(37)	Critically analyze, monitor, and evaluate intervention and program processes outcomes.	Please choose	Please choose		
(38)	Apply evaluation findings to improve practice effectiveness at the micro, mezzo and macro levels	Please choose	Please choose		

Recommended grade at MIDTERM:

Instructor Comments:

Signature of Agency Field Instructor: (*[Field Instructor - name]*):

Agency:

The following section should be completed by the student:

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

- | |
|---|
| <input type="checkbox"/> I agree with the evaluation
<input type="checkbox"/> I do not agree with evaluation |
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Student's Signature (*[Student - name]*):

- If the 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 between the student, agency supervisor, and faculty supervisor should then be held to discuss the disagreement.

Faculty Liaison Signature (*[Faculty Liaison - name]*):

Field Director Signature (*[Field Director - name]*):