

Bloomsburg University Midterm and Final Competency Field Evaluation

BSW EVALUATION OF THE COMPETENCIES AND PRACTICE BEHAVIORS

Student _____

Field Instructor: _____

Task Supervisor (if appropriate): _____

Agency: _____

University Faculty Liaison: _____

Course: (SWK 497 and 498) Field Work in Social Work

NOTE: This form is available electronically at the Social Work program website

<https://intranet.bloomu.edu/social-work-field>

Directions: Please use this evaluation to assess the student on the nine competencies and 32 practice behaviors. At the midterm, the student should also use this form for a self- assessment. Submit both the self-assessment and field instructor's assessment to the faculty liaison. At the end of the semester, the field instructor only completes the assessment. For each practice behavior, please complete the scale provided. For each competency, please provide a narrative description as indicated.

Basic Professional Proficiency & Ethical Conduct
Answer Code for Evaluation Items

NA. Not applicable or not enough information to form a judgment.

1. Far Below Expectations - needs much improvement, a concern.
2. Below Expectations – needs some improvement to meet standards.
3. Acceptable – meets standards at average level for interns.
4. Above expectations – performs above average level for interns.

I. Basic Work Requirements

- ___ Arrives on time.
- ___ Uses time effectively.
- ___ Informs supervisor and makes arrangements for absences.
- ___ Reliable, completes requested or assigned tasks on time.
- ___ Completes required total number of hours or days on site.
- ___ Is responsive to norms about clothing, language, etc. on site.

Comments:

II. Ethical Awareness and Conduct

- ___ Knowledge of general ethical guidelines
- ___ Knowledge of ethical guidelines of internship placement
- ___ Demonstrates awareness and sensitivity to ethical issues
- ___ Personal behavior is consistent with ethical guidelines
- ___ Consults with others about ethical issues if necessary

Comments:

BSW FIELD EVALUATION INSTRUMENT
EVALUATION OF THE PROGRAM EDUCATIONAL OBJECTIVES

The BSW program includes three broad goals. The first goal is educational in nature and includes 9 competencies that are integrated throughout the curriculum. The competencies have been formed on the basis of the Council on Social Work Education (CSWE) Educational Policy and Accreditation Standards (EPAS) of 2015. Each course in the major highlights those competencies that more closely relate to the core purpose. These competencies are used as educational building blocks in a sequence of social work courses designed to prepare the entry-level professional social worker for practice. Accompanying these competencies are practice behaviors that we expect students to achieve. The competencies are the desired learning result that will demonstrate to program faculty and internship field supervisors the extent to which students are prepared for practice upon graduation. The following ranking chart will be used throughout the assessment to evaluate the student’s performance.

Ranking	Expectation
1=Limited Demonstration	The intern has not met the expectations in this area
2= Satisfactory Demonstration	The intern has met the expectations in this area and completes assigned tasks and activities suggesting that they are gaining knowledge and experience.
3=Sophisticated Demonstration	The intern demonstrates the ability to consistently complete tasks and activities with minimal supervision and their initiative and commitment to learn exceeds expectations.

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STRUCTIONS

The standard by which an intern is to be compared is that of a beginning-level social worker. The 9 competencies specified in this evaluation form are those established by our national accrediting organization (Council on Social Work Education). Under each competency statement are several practice behaviors that we ask you rate according to the following scale.

Please circle the number/response that best represents your assessment of the student's performance in the competency area specified. You are encouraged to write comments to expand upon any competency statement as this feedback is especially helpful in grade determination.

IMPORTANT: This form should be typed and the same form saved and used for both the midterm and final evaluations. After completing this form, all parties should keep copies with the faculty liaison providing a signed copy for the student file.

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. Social workers:

Practice Behaviors. Social Workers;	Midterm			Final		
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	1	2	3
use reflection, self-care and self-regulation to manage personal values and maintain professionalism in practice situations;	1	2	3	1	2	3
demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;	1	2	3	1	2	3
use technology ethically and appropriately to facilitate practice outcomes; and	1	2	3	1	2	3
use supervision and consultation to guide professional judgment and behavior.	1	2	3	1	2	3
Students recognize the role and value of leadership in the social work profession and are able to identify the following: personal leadership characteristics,	1	2	3	1	2	3
Overall Ranking	1	2	3	1	2	3
Midterm comments						
Final Comments						

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. Social workers:

<u>Practice Behaviors.</u> Social Workers:	Midterm	Final
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	1 2 3
present themselves as learners and engage clients and constituencies as experts of their own experiences; and	1 2 3	1 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	1 2 3
Overall Ranking	1 2 3	1 2 3
Midterm Comments		
Final Comments		

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. Social workers:

<u>Practice Behaviors.</u> Social Workers;	Midterm	Final
apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and	1 2 3	1 2 3
engage in practices that advance social, economic, and environmental justice.	1 2 3	1 2 3
Overall Ranking	1 2 3	1 2 3
Midterm Comments		
Final Comments		

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. Social workers:

<u>Practice Behaviors.</u> Social Workers;	Midterm			Final		
use practice experience and theory to inform scientific inquiry and research;	1	2	3	1	2	3
apply critical thinking to engage in analysis of quantitative and qualitative research methods and	1	2	3	1	2	3
use and translate research evidence to inform and improve practice, policy, and service delivery.	1	2	3	1	2	3
Overall Ranking	1	2	3	1	2	3
Midterm Comments						
Final Comments						

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. Social workers:

<u>Practice Behaviors</u> Social Workers;	Midterm			Final		
Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;	1	2	3	1	2	3
assess how social welfare and economic policies impact the delivery of and access to social services;	1	2	3	1	2	3
apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	1	2	3	1	2	3
Overall Ranking	1	2	3	1	2	3
Midterm Comments						
Final Comments						

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. Social workers:

<u>Practice Behaviors.</u> Social Workers;	Midterm	Final
apply knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and	1 2 3	1 2 3
use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	1 2 3	1 2 3
Overall Ranking	1 2 3	1 2 3
Midterm Comments		
Final Comments		

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. Social workers:

Practice Behaviors. Social Workers;	Midterm	Final
collect and organize data, and apply critical thinking to interpret information from clients and constituencies;	1 2 3	1 2 3
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	1 2 3
develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and	1 2 3	1 2 3
select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	1 2 3	1 2 3
Overall Ranking	1 2 3	1 2 3
Midterm Comments		
Final Comments		

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. Social workers:

<u>Practice Behaviors.</u> Social Workers:	Midterm	Final
critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;	1 2 3	1 2 3
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	1 2 3
use inter-professional collaboration as appropriate to achieve beneficial practice outcomes	1 2 3	1 2 3
negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and	1 2 3	1 2 3
Facilitate effective transitions and endings that advance mutually agreed-on goals	1 2 3	1 2 3
Overall Ranking	1 2 3	1 2 3
Midterm Comments		
Final Comments		

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. Social workers:

<u>Practice Behaviors.</u> Social Workers;	Midterm			Final		
select and use appropriate methods for evaluation of outcomes;	1	2	3	1	2	3
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	1	2	3
critically analyze, monitor, and evaluate intervention and program processes and outcomes; and	1	2	3	1	2	3
apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.	1	2	3	1	2	3
Overall Ranking	1	2	3	1	2	3
Midterm Comments						
Final Comments						

Midterm

Signature of Field Instructor: _____ Date: _____

_____ I agree with the evaluation

_____ I do not agree with the evaluation

My field instructor and faculty liaison or Field Coordinator/Director have discussed this evaluation with me, and I have received a copy.

Signature of Student:

_____ Date: _____

Faculty Liaison/Field Coordinator Signature:

_____ Date: _____

AS PART OF THE MIDTERM EVALUATION: Please check one of the following:

_____ This student has excelled in field placement by performing above expectations for interns. If an appropriate position for a beginning level social worker were open at this agency, this intern would be considered among the top candidates for this position.

_____ This student has met the expectations of the field placement. The student is ready for beginning level social work practice.

_____ This student is not yet ready for beginning level social work practice, and has demonstrated serious problems in performance as documented in this report.

Comments:

Final

Signature of Field Instructor: _____ Date: _____

_____ I agree with the evaluation

_____ I do not agree with the evaluation

My field instructor and faculty liaison or Field Coordinator/Director have discussed this evaluation with me, and I have received a copy.

Signature of Student:

_____ Date: _____

Faculty Liaison/Field Coordinator Signature:

_____ Date: _____

AS PART OF THE FINAL EVALUATION: Please check one of the following:

_____ This student has excelled in field placement by performing above expectations for interns. If an appropriate position for a beginning level social worker were open at this agency, this intern would be considered among the top candidates for this position.

_____ This student has met the expectations of the field placement. The student is ready for beginning level social work practice.

_____ This student is not yet ready for beginning level social work practice, and has demonstrated serious problems in performance as documented in this report.

Comments:

