

Campbell University
Social Work Program
Field Evaluation Instrument

Rating Scale for Evaluation of Field Placement Performance

Note

This field evaluation form was originally developed and published in the following article:

Zastrow, Chuck, et. Al., "An Interpretation for Incorporating EPAS 2008 into Social Work Baccalaureate and Masters Curriculum In CSWE-Accredited Programs: Recommendations from the Field."

The article was distributed on the BPD List-serve. The authors gave permission in the article for programs to use this evaluation instrument.

Several changes have been made to the original document.

Campbell University
Social Work Program
Field Coordinator
Office: 910-893-1650
Fax: 910-893-1999

SOWK 490_____

SOWK 491_____

Fall Semester_____

Spring Semester_____

Student: _____ . Date: _____

Field Instructor _____

Agency _____

Number of Hours Worked _____

- I. Please write a brief description of the experiences, assignments, and activities which were part of the student's learning program. (The student may be asked to complete this part.)

Instructions for Rating Interns on the 10 competencies.

The standard by which an intern is to be compared is that of a new beginning-level social worker. The 10 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 items that we ask that you rate according to the following criteria.

| | |
|------------|--|
| 5 | The intern has excelled in this area. |
| 4 | The intern is functioning above expectations for interns in this area. |
| 3 | The intern has met the expectations for interns in this area |
| 2 | The intern has not yet met the expectations in this area, but he/she gives indication he/she will do so in the near future. |
| 1 | The intern has not met the expectations in his 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 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 in which the student needs 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 students' 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 his with the faculty supervisor.

Competence 2.1.1: The intern identifies as a professional social worker and conducts himself/herself accordingly.

| | | | | | | | |
|----|--|---|---|---|---|---|----|
| 1 | Advocates well for client access to the services of social work (1) | 5 | 4 | 3 | 2 | 1 | Na |
| 2. | Practices personal reflection and self-correction to assure continual professional development (2) | 5 | 4 | 3 | 2 | 1 | Na |
| 3 | Knows the profession's history (3) | 5 | 4 | 3 | 2 | 1 | Na |
| 4 | Has a commitment to enhancing the profession (3) | 5 | 4 | 3 | 2 | 1 | Na |
| 5 | Attends well to professional roles and boundaries (3) | 5 | 4 | 3 | 2 | 1 | Na |
| 6 | Demonstrates professional demeanor in communication (4) | 5 | 4 | 3 | 2 | 1 | Na |
| 7 | Has a commitment to conducting herself/himself as a professional social worker (4) | | | | | | |
| 8 | Demonstrates professional demeanor in appearance (4) | 5 | 4 | 3 | 2 | 1 | Na |
| 9 | Has a commitment to career-long learning and growth (5) | 5 | 4 | 3 | 2 | 1 | Na |
| 10 | Uses supervision and consultation effectively (6) | 5 | 4 | 3 | 2 | 1 | Na |

Comments:

Competence 2.1.2: Intern applies social work ethical principles to guide his or her professional practice.

| | | | | | | | |
|----|--|---|---|---|---|---|----|
| 11 | Recognizes and manages personal values in a way that allows professional values to guide practice (e.g., on such issues as abortion and gay rights (7) | 5 | 4 | 3 | 2 | 1 | Na |
| 12 | Is knowledgeable about the value base of the profession (8) | 5 | 4 | 3 | 2 | 1 | Na |
| 13 | Is knowledgeable of, and abides by, the ethical standards of the profession (8) | 5 | 4 | 3 | 2 | 1 | Na |
| 14 | Tolerates well ambiguity in resolving ethical conflicts (9) | 5 | 4 | 3 | 2 | 1 | Na |
| 15 | Is able to apply strategies of ethical reasoning to arrive at principled decisions (10) | 5 | 4 | 3 | 2 | 1 | Na |

Comments:

Competence 2.1.3: Intern applies critical thinking to inform and communicate professional judgments.

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 16 | Is knowledgeable about the principles of logic and scientific inquiry (11) | 5 | 4 | 3 | 2 | 1 | Na |
| 17 | Is able to grasp and comprehend what is obscure (11) | 5 | 4 | 3 | 2 | 1 | Na |
| 18 | Analyzes complex material well (11) | 5 | 4 | 3 | 2 | 1 | Na |
| 19 | Is skilled at appraising and integrating multiple sources of knowledge: including research-based knowledge and practice wisdom (11) | 5 | 4 | 3 | 2 | 1 | Na |
| 20 | Is skilled at using critical thinking augmented by creativity and curiosity (12) | 5 | 4 | 3 | 2 | 1 | Na |
| 21 | Has good assessment skills (12) | 5 | 4 | 3 | 2 | 1 | Na |
| 22 | Has good problem solving skills (12) | 5 | 4 | 3 | 2 | 1 | Na |
| 23 | Is skilled at analyzing models of assessment, prevention, intervention, and evaluation (12) | 5 | 4 | 3 | 2 | 1 | Na |
| 24 | Demonstrates effective oral communication in working with individuals, families, groups, organizations, communities, and colleagues (13) | 5 | 4 | 3 | 2 | 1 | Na |
| 25 | Demonstrates effective written communication in working with individuals, families, groups, organizations, communities, and colleagues (13) | 5 | 4 | 3 | 2 | 1 | Na |
| | | 5 | 4 | 3 | 2 | 1 | Na |

Comments:

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| Competence 2.1.4: Intern engages diversity and difference in practice. |
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|----|---|---|---|---|---|---|----|
| 26 | Is knowledgeable and respectful of clients who differ by such factors as age, class, color, culture, disability, ethnicity, gender identify and expression, immigration status, political ideology, race religion, sex, and sexual orientation (14) | 5 | 4 | 3 | 2 | 1 | Na |
| 27 | Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power (14) | 5 | 4 | 3 | 2 | 1 | Na |
| 28 | Has sufficient self-awareness to eliminate the influence of personal biases and values in wokng with diverse groups (15) | 5 | 4 | 5 | 2 | 1 | Na |
| 29 | Treats diverse clients with dignity and respect (15) | 5 | 4 | 3 | 2 | 1 | Na |
| 30 | Recognizes and communicates her of his understanding of the importance of difference in shaping life experience (16) | 5 | 4 | 3 | 2 | 1 | na |
| 31 | Views herself or himself as a learner and engages those he or she works with as informants (17) | 5 | 4 | 3 | 2 | 1 | Na |

Comments:

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| Competence 2.1.5: Intern advances human rights and social and economic justice. |
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|----|---|---|---|---|---|---|----|
| 32 | Recognizes that each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, or adequate standard of living, health care, and education (18) | 5 | 4 | 3 | 2 | 1 | Na |
| 33 | Recognizes the global interconnections of oppression and is knowledgeable about theories of justice and strategies to promote human and civil rights (18) | 5 | 4 | 3 | 2 | 1 | Na |
| 34 | Understands the forms and mechanisms of oppression and discrimination (18) | 5 | 4 | 3 | 2 | 1 | Ma |
| 35 | Is skilled at advocating for human rights and social and economic justice (19) | 5 | 4 | 3 | 2 | 1 | Na |
| 36 | Is skilled at engaging in practices that advance social and economic justice (20) | 5 | 4 | 3 | 2 | 1 | Na |

Comments:

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| Competency 2.1.6: Intern engages in research-informed practice and practice-informed research. |
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| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 37 | Is skilled at using practice experience to inform research (21) | 5 | 4 | 3 | 2 | 1 | Na |
| 38 | Is skilled at evaluating his or her practice (21) | 5 | 4 | 3 | 2 | 1 | Na |
| 39 | Is skilled at employing evidence-based intervention (22) | 5 | 4 | 3 | 2 | 1 | Na |
| 40 | Is skilled at using research findings to improve practice, policy, and social service delivery (22) | 5 | 4 | 3 | 2 | 1 | Na |
| 41 | Comprehends quantitative research (22) | 5 | 4 | 3 | 2 | 1 | Na |
| 42 | Comprehends qualitative research (22) | 5 | 4 | 3 | 2 | 1 | Na |
| 43 | Understands scientific and ethical approaches to building knowledge (22) | 5 | 4 | 3 | 2 | 1 | Na |

Comments

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| Competence 2.1.7: Intern applies knowledge of human behavior and the social environment. |
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| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 44 | Is knowledgeable about human behavior across the life course (23) | 5 | 4 | 3 | 2 | 1 | Na |
| 45 | Is knowledgeable about the range of social systems in which people live (23) | 5 | 4 | 3 | 2 | 1 | Na |
| 46 | Is skilled at applying theories and knowledge about biological variables, social variables, cultural variables, psychological variables, and spiritual development (23) | 5 | 4 | 3 | 2 | 1 | Na |
| 47 | Is skilled at utilizing conceptual frameworks to guide the process of assessment, intervention, and evaluation (23) | 5 | 4 | 3 | 2 | 1 | Na |
| 48 | Is knowledgeable about the ways social systems promote or deter people in maintaining or achieving health and well-being. (24) | | | | | | |

Comments

Competence 2.1.8: Intern engages in policy practice to advance social and economic well-being and to deliver effective social work services.

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 49 | Understands that policy affects service delivery (25) | 5 | 4 | 3 | 2 | 1 | Na |
| 50 | Actively engages in policy practice (25) | 5 | 4 | 3 | 2 | 1 | Na |
| 51 | Is knowledgeable about the history of social policies and services (25) | 5 | 4 | 3 | 2 | 1 | Na |
| 52 | Is knowledgeable about current social policies and services (25) | 5 | 4 | 3 | 2 | 1 | Na |
| 53 | Is knowledgeable about the role of practice in policy development (26) | 5 | 4 | 3 | 2 | 1 | Na |
| 54 | Is skilled in analyzing, formulating, and advocating for policies that advance social well-being (26) | 5 | 4 | 3 | 2 | 1 | Na |
| 55 | Is skilled at collaborating with colleagues and clients for effective policy action (26) | 5 | 4 | 3 | 2 | 1 | Na |

Comments:

Competence 2.1.9: Intern responds to contexts that shape practice.

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 56 | Is informed, resourceful, and proactive in responding to evolving organizations, community, and societal contexts at all levels of practice (27) | 5 | 4 | 3 | 2 | 1 | Na |
| 57 | Recognizes that the context of practice is dynamic, and has the knowledge and skills to respond proactively (27) | 5 | 4 | 3 | 2 | 1 | Na |
| 58 | Is skilled at continuously discovering, appraising, and attending to changing locals, populations, scientific and technological developments, and emerging societal trends in order to provide relevant services (27) | 5 | 4 | 3 | 2 | 1 | Na |
| 59 | Is skilled at providing leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services (28) | 5 | 4 | 3 | 2 | 1 | Na |

Comments:

Competence 2.1.10: Intern engages, assesses, intervenes and evaluates with individuals, families, groups, organizations, and communities.

| | | | | | | | |
|----|---|---|---|---|---|---|----|
| 60 | Is skilled at engaging (developing a positive relationship with individuals (29), (30), (31)) | 5 | 4 | 3 | 2 | 1 | Na |
| 61 | Is skilled at engaging families (29), (30), (31) | 5 | 4 | 3 | 2 | 1 | Na |
| 62 | Is skilled at engaging groups (29), (30), (31) | 5 | 4 | 3 | 2 | 1 | Na |
| 63 | Is skilled at engaging organizations (29), (30), (31) | 5 | 4 | 3 | 2 | 1 | Na |
| 64 | Is skilled at engaging communities (29), (30), (31) | 5 | 4 | 3 | 2 | 1 | Na |
| 65 | Is skilled at assessing individuals (32), (33), (33), (34), (35) | 5 | 4 | 3 | 2 | 1 | Na |
| 66 | Is skilled at assessing families(32), (33), (33), (34), (35) | 5 | 4 | 3 | 2 | 1 | Na |
| 67 | Is skilled at assessing groups(32), (33), (33), (34), (35) | 5 | 4 | 3 | 2 | 1 | Na |
| 68 | Is skilled at assessing organizations(32), (33), (33), (34), (35) | 5 | 4 | 3 | 2 | 1 | Na |
| 69 | Is skilled at assessing communities(32), (33), (33), (34), (35) | 5 | 4 | 3 | 2 | 1 | Na |
| 70 | Is skilled in providing effective services to individuals (36), (37), (38), (39), (40) | 5 | 4 | 3 | 2 | 1 | Na |
| 71 | Is skilled in providing effective services to families (36), (37), (38), (39), (40) | 5 | 4 | 3 | 2 | 1 | Na |
| 72 | Is skilled in providing effective services to groups (36), (37), (38), (39), (40) | 5 | 4 | 3 | 2 | 1 | Na |
| 73 | Is skilled in providing effective services to organizations (36), (37), (38), (39), (40) | 5 | 4 | 3 | 2 | 1 | Na |
| 74 | Is skilled in providing effective services to communities (36), (37), (38), (39), (40) | 5 | 4 | 3 | 2 | 1 | Na |
| 75 | Is skilled at evaluating program outcomes (41) | 4 | 4 | 3 | 2 | 1 | Na |

Comments:

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| Overall Evaluation at End of Fall Semester |
|---|

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

- _____1. This intern is excelling in field placement by performing above expectations for interns.
- _____2. This intern is meeting the expectations of the field placement intern.
- _____3. This intern is functioning somewhat below the expectations of a field placement intern.
- _____4. There is a question whether this intern will be ready for beginning level social work practice by the end of the placement.
- _____5. This intern is functioning below the expectations of a field placement intern. There is considerable concern that this intern will not be ready for beginning level social work practice by the end of placement. This intern should perhaps be encouraged to pursue another major.

Comments/Elaborations:

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| FINAL OVERALL EVALUATION (End of Spring Semester) |
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Please **CIRCLE** one of the following at the final evaluation. At the midterm evaluation do NOT complete this section.

1. This intern has excelled in field placement by performing above expectations for interns.

If an appropriate position were to open at this agency, for a beginning level social worker, this intern would be considered among the top candidates for this position.

2. This intern has met the expectations of the field placement. This intern is ready for beginning level social work practice.
3. This intern is not yet ready for beginning level social work practice.
4. This intern is not yet ready for beginning level social work practice, and has demonstrated serious problems in performance, and perhaps should be encouraged to pursue another major.

Comments/Elaboration:

Signature of Agency Field Instructor: _____

Agency _____

Date _____

The following section should be completed by the intern:

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

_____ I agree with the evaluation

_____ I do not agree with the evaluation.

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

