

**Undergraduate Department of Social Work
West Chester University
Evaluation of Student Competency in Field Placement – Senior 2**

Midterm ☐

Final ☐

Name of Intern _____

Date _____

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 new beginning-level social worker. The 10 competencies that are 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 you to rate according to the following criteria.

5	The intern has consistently demonstrated and exceeded the level of competency through the use of generalist social work knowledge, values, and skills.
4	The intern has demonstrated competency through the use of beginning generalist social work knowledge, values, and skills.
3	The intern has demonstrated emerging competency in this area and there is a manifestation that the intern has the willingness and ability to meet the expectations by the end of the semester through the use of beginning generalist social work knowledge, values, and skills.
2	The intern has inconsistently demonstrated competency in this area and requires additional time to develop competency through the use of beginning generalist social work knowledge, values, and skills. This should be an area of focus for the intern's next semester of field practice. Additional internship time might be required of the intern in order for him or her to meet the competency expectation for this area prior to moving forward to the next semester of field practice. An assessment should be made as to whether the intern should move forward to the next semester of field practice.
1	The intern has not demonstrated competency in this area, and has not utilized social work skills that demonstrate that the intern will meet the expectations in this area in the near future through the use of beginning generalist social work knowledge, values, and skills. The intern is not passing the course.
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. Please be sure to indicate those areas in which you think the intern is particularly strong and those areas that need improvement. Please give examples for any area in which the student received a rating of 2 or 1.

Evaluation should be a shared process with an opportunity for the student and field instructor to discuss similarities and differences in perception. Although the field instructor is responsible for completing the evaluation, it is the responsibility of the faculty field liaison to assign a grade. The student's overall grade for the course will be determined by the faculty field liaison and based on the faculty field liaison's overall evaluation of the student's performance in placement in conjunction with the agency field instructor's evaluation, classroom participation and course assignments.

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

Please rate the intern's overall competency in this area	5	4	3	2	1	na
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1.1	Has a commitment to conducting himself/herself as a professional social worker	5	4	3	2	1	na
1.2	Has a commitment to a career of professional learning and growth	5	4	3	2	1	na
1.3	Advocates effectively for client access to social services	5	4	3	2	1	na
1.4	Practices personal reflection and self-correction to assure continual professional development	5	4	3	2	1	na
1.5	Attends to professional roles and boundaries	5	4	3	2	1	na
1.6	Presents a professional appearance	5	4	3	2	1	na
1.7	Demonstrates professional responsibility by being on time to his/her internship, communicating with his/her field instructor when absent and assuring that his/her work is being covered in his/her absence.	5	4	3	2	1	na
1.8	Able to prioritize work and complete work in a timely fashion	5	4	3	2	1	na
1.9	Is skilled at professional writing	5	4	3	2	1	na
1.10	Seeks guidance and/or advice in order to provide the best service for clients	5	4	3	2	1	na
1.11	Is able to care for his or her own self while helping others	5	4	3	2	1	na
1.12	Accepts feedback in supervision	5	4	3	2	1	na
1.13	Submits weekly agendas that indicate the student's commitment to his/her own learning	5	4	3	2	1	na
1.14	Prepares for and uses supervision and consultation effectively	5	4	3	2	1	na

Comments:

Competence #2: Intern applies social work ethical principles to guide his or her professional practice.
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2.1	Is knowledgeable about the value base of the profession	5	4	3	2	1	na
2.2	Demonstrates adherence to the NASW Code of Ethics and social work values.	5	4	3	2	1	na
2.3	Is knowledgeable, and abides by, laws relevant to social work	5	4	3	2	1	na
2.4	Recognizes and manages personal values in a way that allows professional values to guide practice	5	4	3	2	1	na
2.5	Tolerates well ambiguity in resolving ethical conflicts	5	4	3	2	1	na
2.6	Is skilled at applying strategies of ethical reasoning to arrive at principled decisions	5	4	3	2	1	na

Comments:

Competence #3: Intern applies critical thinking to inform and communicate professional judgments.

3.1	Is skilled in using critical thinking augmented by creativity	5	4	3	2	1	na
3.2	Is skilled in using critical thinking augmented by curiosity	5	4	3	2	1	na
3.3	Is skilled at analyzing models of assessment	5	4	3	2	1	na
3.4	Is skilled at analyzing models of prevention	5	4	3	2	1	na
3.5	Is skilled at analyzing models of the problem solving method	5	4	3	2	1	na
3.6	Is skilled at analyzing models of evaluation	5	4	3	2	1	na
3.7	Analyzes complex material well	5	4	3	2	1	na
3.8	Is skilled at information literacy by assessing and integrating multiple sources of knowledge; including research-based knowledge and practice wisdom.	5	4	3	2	1	na
3.9	Demonstrates effective oral communication in working with individuals, families, groups, organizations, and communities.	5	4	3	2	1	na
3.10	Demonstrates effective written communication in working with individuals, families, groups, organizations, and communities	5	4	3	2	1	na
3.11	Demonstrates effective written and oral communication with other professionals on behalf of clients and client systems	5	4	3	2	1	na
3.12	Takes into account client differences (age, education level, race, culture, gender, sexual orientation, and spiritual/religious) in his/her communication with the client.	5	4	3	2	1	na

Comments:

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

4.1	Treats diverse clients with dignity and respect	5	4	3	2	1	na
4.2	Is knowledgeable and respectful of the intersectionality of clients' multiple identifies such as age, class, color, culture, disability, ethnicity, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation	5	4	3	2	1	na
4.3	Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	5	4	3	2	1	na
4.4	Recognizes and respects clients' culture and global perspective and understands how these factors influence clients' behavior and viewpoint	5	4	3	2	1	na
4.5	Has sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	5	4	3	2	1	na
4.6	Recognizes and communicates her/his understanding of the importance of difference in shaping life experiences	5	4	3	2	1	na
4.7	Respects client diversity and builds upon it when involved in the helping process.	5	4	3	2	1	na
4.8	Views herself or himself as a learner and engages those he or she works with	5	4	3	2	1	na

	as informants						
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Comments:

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

5.1	Recognizes that each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care and education	5	4	3	2	1	na
5.2	Understands the forms and mechanisms of oppression and discrimination	5	4	3	2	1	na
5.3	Is skilled at working within the agency setting to create a greater awareness of and address issues of oppression and discrimination	5	4	3	2	1	na
5.4	Is skilled at advocating for human rights and social and economic justice	5	4	3	2	1	na
5.5	Is skilled at engaging in practices that support social and economic justice	5	4	3	2	1	na

Comments:

Competence #6: Intern engages in research-informed practice and practice-informed research.
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6.1	Uses practice experience to inform research	5	4	3	2	1	na
6.2	Employs research literature to support her/his practice	5	4	3	2	1	na
6.3	Is skilled at incorporating evidenced-based interventions into his/her practice	5	4	3	2	1	na
6.4	Evaluates the effectiveness of her/his practice	5	4	3	2	1	na
6.5	Uses research findings to improve practice, policy, and social service delivery	5	4	3	2	1	na

Comments:

Competence #7: Intern applies knowledge of human behavior and the social environment.
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7.1	Is knowledgeable about human behavior across the life span	5	4	3	2	1	na
7.2	Is knowledgeable about the range of social systems in which clients live	5	4	3	2	1	na
7.3	Is knowledgeable about the ways social systems promote or deter clients in maintaining or achieving health and well-being	5	4	3	2	1	na
7.4	Is skilled at critiquing and applying theories and knowledge about biological variables, social variables, cultural variables, psychological variables, and spiritual development	5	4	3	2	1	na
7.5	Is skilled at utilizing conceptual frameworks to guide the processes of assessment, intervention, and evaluation	5	4	3	2	1	na

Comments:

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

8.1	Is knowledgeable about current social policies and their affect on service delivery	5	4	3	2	1	na
8.2	Is knowledgeable about the role of practice in policy development	5	4	3	2	1	na
8.3	Actively engages in practice related to policy	5	4	3	2	1	na
8.4	Is skilled at analyzing, formulating, and advocating for policies that advance social well-being	5	4	3	2	1	na
8.5	Is skilled at collaborating with colleagues and clients for effective policy action	5	4	3	2	1	na

Comments:

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

9.1	Is informed, resourceful, proactive and skillful in responding to changes that impact practice	5	4	3	2	1	na
9.2	Is skilled at providing leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	5	4	3	2	1	na

Comments:

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

10.1	Is skilled at using technological advances	5	4	3	2	1	na
10.2	Is able to use the skill of Engagement to effectively work with:						
10.2a	Individuals	5	4	3	2	1	na
10.2b	Families (including working within a family context)	5	4	3	2	1	na
10.2c	Groups (including psycho-educational groups, professional meetings, team conferences, etc)	5	4	3	2	1	na
10.2d	Organizations (includes interagency work, working within an	5	4	3	2	1	na

	organizational context, etc.)						
10.2e	Communities (including relational/affiliation communities, etc.)	5	4	3	2	1	na
10.3	Is skilled at the following interactional skills:						
10.3a	Clarifying Role and Purpose	5	4	3	2	1	na
10.3b	Empathy	5	4	3	2	1	na
10.3c	Tuning In	5	4	3	2	1	na
10.3d	Reaching for feedback	5	4	3	2	1	na
10.3e	Demand for Work	5	4	3	2	1	na
10.3f	Partialization	5	4	3	2	1	na
10.3g	Addressing Conflict	5	4	3	2	1	na
10.3h	Ending Sessions	5	4	3	2	1	na
10.4	Is skilled at developing a mutually agreed upon contract, which sets goals, actions and desired outcomes	5	4	3	2	1	na
10.5	Is skilled at Assessing:						
10.5a	Individuals	5	4	3	2	1	na
10.5b	Families (including working within a family context)	5	4	3	2	1	na
10.5c	Groups (including psycho-educational groups, professional meetings, team conferences, etc)	5	4	3	2	1	na
10.5d	Organizations (includes interagency work, working within an organizational context, etc.)	5	4	3	2	1	na
10.5e	Communities (including relational/affiliation communities, etc.)	5	4	3	2	1	na
10.6	Is skilled at providing effective services to:						
10.6a	Individuals	5	4	3	2	1	na
10.6b	Families (including working within a family context)	5	4	3	2	1	na
10.6c	Groups (including psycho-educational groups, professional meetings, team conferences, etc)	5	4	3	2	1	na
10.6d	Organizations (includes interagency work, working within an organizational context, etc.)	5	4	3	2	1	na
10.6e	Communities (including relational/affiliation communities, etc.)	5	4	3	2	1	na
10.7	Is skilled at implementing goal plans	5	4	3	2	1	na
10.8	Is skilled at implementing prevention interventions that enhance client capacities	5	4	3	2	1	na
10.9	Is skilled at helping clients identify and resolve problems	5	4	3	2	1	na
10.10	Is skilled at negotiating, mediating and advocating on behalf of clients	5	4	3	2	1	na
10.11	Is skilled at facilitating transitions and endings.	5	4	3	2	1	na

Comments:

ADDITIONAL COMMENTS BY THE FIELD INSTRUCTOR
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Comments/elaboration:

ADDITIONAL COMMENTS BY THE STUDENT

(This section must be completed by the student. It should include comments about the overall evaluations as well as a plan on how the student plans to strengthen her or his practice in the areas identified as challenges).

Comments:

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 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.

(Modified from the Rating Scale for Evaluation of Field Placement Performance designed by Charles Zastrow, 2009)