

**Eastern Michigan University School of Social Work
Field Evaluation**

Directions: The student should come prepared with behavioral examples to a meeting with the supervisor in which they together complete the evaluation.

PLEASE NOTE: Please save this form frequently; the form will automatically “time out” 24 hours after you log in. If you are using more than one session to complete the form, you will need to log in again and return to your saved form. You must complete all of the identification information on this page before you can save the form.

Student Name:

Student Email Address:

Student Degree Program: drop-down menu for BSW or MSW

Student Course: drop down menu for 488, 489, 588, 589

Agency Name:

Name of Student’s Supervisor at the Agency (Person completing this form with the student):

Email Address of Student’s Supervisor at the Agency:

Name of EMU Faculty Member Teaching the Student’s Field Seminar:

Email Address of EMU Faculty Member Teaching the Student’s Field Seminar:

Evaluation Semester: Fall Winter Summer

Evaluation Year:

Brief agency description:

Description of any conditions at the agency (loss of funding, staff cuts, etc.) that may have adversely affected the student’s placement:

Assessment Scale

Rate each student on the degree to which she/he has exhibited beginning competence in performing each of the 42 behaviors listed. Please use the following scale. Note, "9" is not an allowable rating for the final evaluation. **Also note that some of the practice behaviors are complex; for example, the student is expected to meet exhibit the behavior with several groups or in several settings. To achieve a high rating, the student should have exhibited the behavior in all the ways listed.**

- 4 **Excellent** Student consistently exceeds expectations regarding required performance
- 3 **Above Average** Student frequently exceeds expectations regarding required performance
- 2 **Average** Student consistently meets the requirements
- 1 **Below Average** Student occasionally fails to meet requirements; **must improve**
- 0 **Unsatisfactory** Student frequently fails to meet requirements; **must improve**
- 9 Student has not yet had an opportunity to exhibit this practice behavior

*NOTE: Whenever there is a rating of 2 at midterm, the student, field instructor, and field liaison should modify the learning contract to promote student improvement; whenever there is a 9 at midterm, plans should be made to ensure there will be an opportunity for the student to exhibit the behavior before the conclusion of the field placement. **There must be no 9s at the final.** A student who has even a single 1 at final does not pass this field class.*

PLEASE NOTE: Students must be rated on every item.

1. Professional Identity

The student social worker identifies as a professional social worker and conducts self accordingly. Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.

Assess the student social worker's ability to:

1.1 Advocate for client access to social work services.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

1.2 Practice personal reflection and self-correction to assure continual professional development.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

1.3 Attend to professional roles and boundaries.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

1.4 Demonstrate professional demeanor in behavior, appearance, and communication.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

1.5 View self as being at the start of a life-long learning process as a professional social worker.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

1.6 Use supervision and consultation.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in professional identity:

Student comments:

2. Ethical Practice

The student social worker applies social work ethical principles to guide professional practice. Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.

Assess the student social worker's ability to:

2.1 Recognize and manage personal values in a way that allows professional values to guide practice.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

2.2 Make ethical decisions by applying standards of the NASW code of ethics.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

2.3 Identify ambiguity in resolving ethical conflicts.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

2.4 Apply strategies of ethical reasoning to arrive at principled decisions.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in ethical practice:

Student comments:

3. Critical Thinking

The student social worker applies critical thinking to inform and communicate professional judgments. Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.

Assess the student social worker's ability to:

3.1 Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

3.2 Analyze models of assessment, prevention, intervention, and/or evaluation.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

3.3 Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in critical thinking:

Student comments:

4. Diversity and Difference in Practice

The student social worker engages diversity and difference in practice. Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate that, because of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.

Assess the student social worker's ability to:

4.1 Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create/enhance privilege and power.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

4.2 Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

4.3 Recognize and communicate an understanding of the importance of difference in shaping life experiences.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

4.4 View self as learner and clients as informants.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in engaging diversity and difference in practice:

Student comments:

5. Human Rights and Social and Economic Justice

The student social worker advances human rights and social and economic justice. 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. Social workers recognize the global interconnections of oppression and

are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.

Assess the student social worker's ability to:

5.1 Understand the forms and mechanisms of oppression and discrimination.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

5.2 Articulate an understanding of human rights and social and economic justice for the population served.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

5.3 Engage in practices that advance human rights, social, and economic justice.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in advancing human rights and social and economic justice:

Student comments:

6. Research and Practice

The student social worker engages in research-informed practice and practice-informed research. Social workers gather empirical information regarding client populations, client needs, and possible interventions. Social workers turn to the professional literature to guide practice, and use practice experience to inform research, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers understand scientific and ethical approaches to building knowledge.

Assess the student social worker's ability to:

6.1 Use practice experience to systematically gather information about the clients and/or programs to influence program delivery.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

6.2 Use research evidence to inform practice.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in engaging in research-informed practice and practice-informed research:

Student comments:

7. Human Behavior and the Social Environment

The student social worker applies knowledge of human behavior and the social environment. Social workers understand the range of settings in which people live; and the ways social systems impact individuals' health and well-being. Social workers understand biological, social, cultural, psychological, and spiritual development.

Assess the student social worker's ability to:

7.1 Use professional knowledge to guide the processes of assessment, intervention, and evaluation.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

7.2 Critique and apply knowledge to understand person and environment.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in applying knowledge of human behavior and the social environment:

Student comments:

8. Policy Practice

The student social worker engages in policy practice to advance social and economic well-being and to deliver effective social work services. Social workers support efforts to promote social and economic justice, and understand that policy affects service delivery and benefits to clients. Social workers create agency policies that remove barriers to client services.

Assess the student social worker's ability to:

8.1 Analyzing and articulating the policies and their impact on the populations served.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

8.2 Recognizing avenues for policy change within the agency.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in engaging in policy practice to advance social and economic well-being and to deliver effective social work services:

Student comments:

9. Practice Contexts

The student social worker responds to contexts that shape practice. Social workers are informed, resourceful, and proactive in responding to organizational, community, and social change. Social workers recognize that we practice in a rapidly changing world, and respond proactively. Social workers support and create changes that enhance client well-being in their organizations and communities.

Assess the student social worker's ability to:

9.1 Understand changes in the community that impact services.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

9.2 Understand scientific/technological changes that impact services.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

9.3 Understand social changes that impact services.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

9.4 Recognize social workers' leadership in promoting sustainable improvements in service delivery and practice.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in responding to contexts that shape practice:

Student comments:

10. Engagement, Assessment, Intervention, Evaluation

The student social worker (a) engages, (b) assesses, (c) intervenes, and (d) evaluates with individuals, families, groups, organizations, and communities. Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.

10a. Engagement

Assess the student social worker's ability to:

10.1 Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.2 Use empathy and other interpersonal skills.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.3 Develop a mutually agreed-on focus of work and desired outcomes.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10b. Assessment

Assess the student social worker's ability to:

10.4 Collect, organize, and interpret client data.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.5 Assess client strengths and limitations.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.6 Develop mutually agreed-on intervention goals and objectives.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.7 Select appropriate intervention strategies.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10c. Intervention

Assess the student social worker's ability to:

10.8 Initiate actions to achieve organizational goals.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.9 Implement prevention interventions that enhance client capabilities.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.10 Help clients resolve problems.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.11 Negotiate, mediate, and advocate for clients.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10.12 Facilitate transitions and endings.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

10d. Evaluation

Assess the student social worker's ability to:

10.13 Critically analyze, monitor, and evaluate interventions.

Excellent Above Average Average Below Average Unsatisfactory No Opportunity

List one or more behavioral examples of how the student social worker has demonstrated competency in engagement, assessment, intervention, and evaluation with individuals, families, groups, organizations, and communities:

Student comments:

11. Overall impression of student's progress

11.1 Overall rating of student's performance.

Excellent Above Average Average Below Average Unsatisfactory

Provide a summary of your overall impression of the student's progress and recommendations for future learning goals:

Student comments:

The evaluation must be reviewed in a meeting of the field instructor and the student (this could be during the regularly scheduled supervision session) and signed by both the field instructor and the student. The student's signature does not imply agreement, only that the student has read the evaluation. In situations where the student disagrees with the evaluation the instructor may want to include the student's view in context. If the student wishes to submit an addendum to the evaluation, that will be shared with the field instructor and become part of the student's permanent record as well.

Field Instructor Signature

Student Signature

Date

Date