

**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*