

**EASTERN CONNECTICUT STATE UNIVERSITY  
SOCIAL WORK PROGRAM**

**EVALUATION OF STUDENT PERFORMANCE IN SENIOR FIELD PLACEMENT**

Student Name _____	
Agency _____	
Field Instructor(s) _____	
Fall: Mid-semester _____ Final _____	Spring: Mid-semester _____ Final _____
Academic Year: _____	

**Brief description of key activities:**

Face to face contact with individual clients and families:

Work with groups:

Macro practice and indirect services (e.g. meetings, conferences, advocacy, policy practice, community projects etc.):

**The Program's Mission**

**The Social Work Program of Eastern Connecticut State University prepares effective generalist social workers who advance human well-being, draw upon client strengths in practice, empower the oppressed, and are committed to the promotion of social justice.**

**Social Work Program Goals**

1. Graduates will have knowledge of theories of human behavior, the principles and practice methods of the social work profession, as well as a socio-historical understanding of the social welfare system and the struggle for social justice.
2. Graduates will be ethical practitioners committed to the values and ethics of the social work profession. Graduates will value human rights, social and economic justice, and the richness that diversity brings to the human condition.
3. Graduates will employ the strengths perspective in the skillful use of social work roles in practice with individuals, families, groups, organizations, communities, and society to promote human well-being and social and economic justice.

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**Evaluation Standards**

All placements apply Eastern Connecticut State University Social Work Program standards to their unique settings. These are guidelines for field instructors in determining the adequacy of the performance of the BSW intern at various stages of the internship.

*Note that the expectations for performance increase throughout the two semesters. Students must continue to improve their skills and knowledge in order to achieve minimum expected competence. Minimum practice competency in stated \* items is essential to receive a passing grade in the field semester. If students do not achieve minimum standards in these areas, they may receive a grade lower than C for the seminar.*

I. Fall, mid-semester

Student demonstrates high levels of reliability and openness to supervision.  
Student demonstrates respect for clients.  
Student demonstrates appropriate professional presentation.  
Student demonstrates maturity, emotional stability and adequate judgment.  
Student demonstrates purposeful use of self.  
Student applies social work knowledge to practice.  
**Practice competencies should be generally present at least 40% of the time.**

II. Fall, final evaluation

In addition to previous:

Student should be demonstrating assertiveness in relation to supervision.  
**Practice competencies should be generally present at least 50% of the time.**

III. Spring, mid-semester

In addition to previous:

Student should demonstrate abilities to identify and address ethical dilemmas.  
Students should be assertive in meeting client needs.  
**Practice competencies should be generally present at least 60% of the time.**

IV. Spring, final evaluation

In addition to previous:

Student should have a refined sense of human rights and anti-oppressive practice.  
There are *no significant deficiencies* in demonstrated knowledge, skills or values.  
**Practice competencies should be generally present at least 80% of the time.**  
The agency would be willing to hire a student with these attributes to perform beginning generalist social work.

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Instructions: For each item, please check the column that best describes the student's performance in relation to the standards set for each evaluation period. *Minimum practice competency in stated \* items is essential to receive a passing grade in the field semester*

<b>Minimum Standards: Competencies Present</b> Fall Mid-semester (40%) Fall Final (50%) Spring Mid-semester (60%) Spring Final (80%)				<b>Rating</b> 1= needs additional assistance – does not meet standards 2 = meets standards 3 = performs above standards	
<b>Practice Competency</b>	<b>1</b>	<b>2</b>	<b>3</b>		<b>Comments</b>
<b>1. Identify as a professional social worker and conduct oneself accordingly.</b> 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. Social workers					
1. advocate for client access to the services of social work;					
2. practice personal reflection and self-correction to assure continual professional development;					
3. attend to professional roles and boundaries;					
4. demonstrate professional demeanor in behavior, appearance, and communication;					
5. engage in career-long learning; and					
6. use supervision and consultation.					
<b>2. *Apply social work ethical principles to guide professional practice.</b> Social workers have an obligation to conduct themselves ethically and to engage in ethical decisionmaking. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law. Social workers					
7. recognize and manage personal values in a way that allows professional values to guide practice;					
8. make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;					
9. tolerate ambiguity in resolving ethical conflicts; and					
10. apply strategies of ethical reasoning to arrive at principled decisions.					
<b>3. Apply critical thinking to inform and communicate professional judgments.</b> 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. Social workers					
11. distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom;					
12. analyze models of assessment, prevention, intervention, and evaluation; and					
13. demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.					
<b>4. Engage diversity and difference in practice.</b> 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, as a consequence of difference, a person's life experiences may include oppression, poverty,					

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Practice Competency	1	2	3		Comments
marginalization, and alienation as well as privilege, power, and acclaim. Social workers					
14. recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;					
15. gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;					
16. recognize and communicate their understanding of the importance of difference in shaping life experiences; and					
17. view themselves as learners and engage those with whom they work as informants.					
<b>5. Advance human rights and social and economic justice.</b> 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. Social workers					
18. understand the forms and mechanisms of oppression and discrimination;					
19. advocate for human rights and social and economic justice; and					
20. engage in practices that advance social and economic justice.					
<b>6. Engage in research-informed practice and practice-informed research.</b> Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge. Social workers					
21. use practice experience to inform scientific inquiry and					
22. use research evidence to inform practice.					
<b>7. Apply knowledge of human behavior and the social environment.</b> Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development. Social workers					
23. utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and					
24. critique and apply knowledge to understand person and environment.					
<b>8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services.</b> Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know 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					
25. analyze, formulate, and advocate for policies that					

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advance social well-being; and				
26. collaborate with colleagues and clients for effective policy action.				
<b>9. Respond to contexts that shape practice.</b> Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively. Social workers				
27. continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services; and				
28. provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.				
<b>10. *Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.</b> 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.				
<b>Educational Policy 2.1.10(a)—Engagement</b> Social workers				
29. substantively and affectively prepare for action with individuals, families, groups, organizations, and communities;				
30. use empathy and other interpersonal skills; and				
31. develop a mutually agreed-on focus of work and desired outcomes.				
<b>Educational Policy 2.1.10(b)—Assessment</b> Social workers				
32. collect, organize, and interpret client data;				
33. assess client strengths and limitations;				
34. develop mutually agreed-on intervention goals and objectives; and				
35. select appropriate intervention strategies.				
<b>Educational Policy 2.1.10(c)—Intervention</b> Social workers				
36. initiate actions to achieve organizational goals;				
37. implement prevention interventions that enhance client capacities;				
38. help clients resolve problems;				
39. negotiate, mediate, and advocate for clients; and				
40. facilitate transitions and endings.				
<b>Educational Policy 2.1.10(d)—Evaluation</b>				
41. Social workers critically analyze, monitor, and evaluate interventions.				

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Please identify the student's particular strengths.

Please identify the knowledge, skills, attitudes or behaviors that the student needs to improve.

Additional comments

\_\_\_\_\_  
Field Instructor's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Student's Signature

\_\_\_\_\_  
Date

*Student and field supervisor must sign this form to indicate that the student has reviewed this evaluation.*