

EASTERN CONNECTICUT STATE UNIVERSITY

SOCIAL WORK PROGRAM

EVALUATION OF STUDENT PERFORMANCE IN SENIOR FIELD PLACEMENT- REV. 11/2023

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: [# of clients, frequency of contact, etc.]

Work with groups: [# groups, frequency of meetings, etc.]

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

Social Work Program 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.

EASTERN CONNECTICUT STATE UNIVERSITY

SOCIAL WORK PROGRAM

EVALUATION OF STUDENT PERFORMANCE IN SENIOR FIELD PLACEMENT- REV. 11/2023

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.

EASTERN CONNECTICUT STATE UNIVERSITY

SOCIAL WORK PROGRAM

EVALUATION OF STUDENT PERFORMANCE IN SENIOR FIELD PLACEMENT- REV. 11/2023

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. If a student receives a rating of 1 or 3 please indicate in the comment section your reasoning in support of this rating.*

<p>Minimum Standards: Competencies Present Fall Mid-semester (40%) Fall Final (50%) Spring Mid-semester (60%) Spring Final (80%)</p> <p style="text-align: center;">Practice Competency</p>	1	2	3	<p>Rating 1= Does Not Meet Standards – Needs Additional Assistance 2 = Meets Standards 3 = Performs Above Standards</p> <p style="text-align: center;">Comments</p>
<p>1. Demonstrate Ethical and Professional Behavior. Social workers must understand the value base of the profession and its ethical standards as well as relevant laws and regulations that impact practice, demonstrate the process of ethical decision making, recognize the distinction between personal and professional values and how their personal experiences and affective reactions influence practice, serve as representatives of the profession, its mission, and its core values. They know the profession’s history. Social workers should commit themselves to the profession’s enhancement and to their own professional conduct and growth. Social worker:</p>				
<p>a. makes ethical decisions by applying the standards of them NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context</p>				
<p>b. uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations</p>				
<p>c. attends to professional roles and boundaries</p>				
<p>d. demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication</p>				
<p>e. uses technology ethically and appropriately to facilitate practice outcomes</p>				
<p>f. is an active learner and is commitment to their development as an effective practitioner</p>				
<p>g. uses supervision and consultation effectively to guide professional judgment and behavior</p>				
<p>2. Advance Human Rights and Social, Racial, Economic, and Environmental Justice. Social workers must understand how diversity characterizes and shapes the human experience and how it is critical to the formation of identity. They understand that 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 understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege and power. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize its impact on the client systems. Social worker:</p>				
<p>a. apply and communicate an understanding of the importance of diversity and difference in shaping life experiences in practice at the micro and macro levels;</p>				
<p>b. view themselves as learners and engage those with whom they work as informants- experts of their own experiences;</p>				

EASTERN CONNECTICUT STATE UNIVERSITY

SOCIAL WORK PROGRAM

EVALUATION OF STUDENT PERFORMANCE IN SENIOR FIELD PLACEMENT- REV. 11/2023

<p>Minimum Standards: Competencies Present Fall Mid-semester (40%) Fall Final (50%) Spring Mid-semester (60%) Spring Final (80%)</p> <p style="text-align: center;">Practice Competency</p>	1	2	3	<p>Rating 1= Does Not Meet Standards- Needs Additional assistance 2 = Meets Standards 3 = Performs Above Standards</p> <p style="text-align: center;">Comments</p>
<p>c. apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies</p>				
<p>3.Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) practice Social workers understand that every person regardless of position in society has fundamental human rights such freedom, safety, privacy, etc. Social worker must understand the global interconnections of oppression and human rights violations and are knowledgeable about theories of justice and strategies to promote social and economic justice. Social workers demonstrate an understanding of strategies designed to confront social and economic injustice. Social workers</p>				
<p>a. apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels;</p>				
<p>b. Engage in practices that advance social, economic, and environmental justice</p>				
<p>4. Engage In Practice-Informed Research and Research Informed Practice. Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work. Social workers know the principles of logic, scientific inquiry, and ethical approaches to building knowledge. Social workers must understand that evidence that informs practice derives from multi-disciplinary sources. They also understand the process for translating research findings into effective practice Social worker:</p>				
<p>a. use practice experience and theory to inform scientific inquiry and research;</p>				
<p>b. engage in critical analysis of quantitative and qualitative research methods and research findings;</p>				
<p>c. Use and translate research findings to inform and improve practice, policy, and service delivery</p>				
<p>5. Engage in Policy Practice. Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers must understand their 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 understand their role in policy development and implementation within their practice settings at the micro and macro levels; and how social workers can effect change within those settings. Social workers should recognize and understand the historical, social, economic, organizational, environmental, and global influences that affect social policy. Social workers must also be knowledgeable about policy formulation, analysis, implementation, and evaluation. Social worker:</p>				
<p>a. Demonstrate abilities to assess how social welfare and economic policies impact the delivery of and access to social services;</p>				
<p>b. Demonstrates abilities to critically analyze and promote policies that advance human rights and social, economic, and environmental justice.</p>				

EASTERN CONNECTICUT STATE UNIVERSITY

SOCIAL WORK PROGRAM

EVALUATION OF STUDENT PERFORMANCE IN SENIOR FIELD PLACEMENT- REV. 11/2023

<p>Minimum Standards: Competencies Present Fall Mid-semester (40%) Fall Final (50%) Spring Mid-semester (60%) Spring Final (80%)</p> <p style="text-align: center;">Practice Competency</p>	1	2	3	<p>Rating 1= Does Not Meet Standards - Needs Additional Assistance 2 = Meets Standards 3 = Performs Above Standards</p> <p style="text-align: center;">Comments</p>
<p>6. Engage with Individuals, Families, Groups, and Organizations, and Communities. Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment and their utility to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations and communities. Social workers understand strategies to engage diverse clients and understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients. Social worker:</p>				
<p>a. Demonstrate abilities to apply knowledge of human behavior and the social environment and practice context to engage with clients and constituencies;</p>				
<p>b. Demonstrate ability to use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.</p>				
<p>7. Assess Individuals, Families, Groups, Organizations, and Communities Social workers understand assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment and the implications of those theories for the assessment of diverse clients and constituencies. Social workers understand methods of assessment with diverse clients and Social workers understand how their personal experiences and affective reactions may affect their assessment and decision making. Social worker:</p>				
<p>a. Collect, organize, and critically analyze and interpret information from client's systems;</p>				
<p>b. Demonstrate abilities in the application of knowledge of human behavior and the social environment and other multidisciplinary theoretical frameworks in the analysis of assessment data from the client systems.</p>				
<p>c. Demonstrate abilities to develop mutually agreed upon intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within client systems</p>				
<p>d. Demonstrate abilities to select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of client systems</p>				

EASTERN CONNECTICUT STATE UNIVERSITY

SOCIAL WORK PROGRAM

EVALUATION OF STUDENT PERFORMANCE IN SENIOR FIELD PLACEMENT- REV. 11/2023

<p>8. <u>Intervene with Individuals, Families, Groups, Organizations, and Communities.</u> Social workers must understand that an intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed goals. Social workers recognize that a beneficial practice outcome may require collaboration with professionals from other disciplines. Social worker:</p>				
<p>a. Demonstrate abilities to implement interventions to achieve practice goals and enhance capacities of client systems;</p>				
<p>b. Demonstrate abilities to apply knowledge of human behavior and other theoretical frameworks in the development of interventions with client systems.</p>				
<p>c. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes</p>				
<p>d. Negotiate, mediate, and advocate with and on behalf of clients' systems</p>				
<p>e. Facilitate effective transitions and endings that advance mutually agreed on goals</p>				
<p>9. <u>Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities.</u> Social workers must understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand methods for evaluating outcomes and practice effectiveness. Social workers:</p>				
<p>a. Select and use appropriate methods for evaluation of outcomes</p>				
<p>b. Critically analyze monitor, and evaluate intervention and program processes and outcomes;</p>				
<p>c. Apply evaluation findings to improve practice effectiveness at the micro and macro levels</p>				

Narrative Section

Please identify the student's particular strengths.

EASTERN CONNECTICUT STATE UNIVERSITY

SOCIAL WORK PROGRAM

EVALUATION OF STUDENT PERFORMANCE IN SENIOR FIELD PLACEMENT- REV. 11/2023

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

Additional Comments:

Field Instructor's Signature

Date

Students Signature

Date

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