

EASTERN CONNECTICUT STATE UNIVERSITY
SOCIAL WORK PROGRAM

SOCIAL WORK COMMUNITY PRACTICE EVALUATION - Rev. Nov. 2023

<p>Mission</p> <p>The mission of the Social Work Program of Eastern Connecticut State University is to prepare bachelor-level generalist social work professions who competently and respectfully promote human well-being and advance human rights and social, economic, and environmental justice among diverse populations from a global perspective with emphasis on the vulnerable and oppressed by employing empirically informed practice skills that are grounded in social work's body of knowledge and professional skills.</p>	<p>Program Goals</p> <ol style="list-style-type: none"> 1. Provide a learning environment that challenges and supports students to build upon their liberal arts foundation and create a social work identity that is a synthesis of self and the knowledge, values, and ethics of the profession. 2. To educate bachelor-level generalist social work professionals who competently and respectfully promote human well-being by employing skills that are grounded in social work knowledge, skills, and values. 3. To prepare bachelor-level generalist social work professionals who competently and effectively serve diverse client populations, especially those most vulnerable and oppressed and who are empowered professionals that advocate for and human rights and social justice.
Student Name	Field Instructor(s) Name
Agency Name	Program Name
Agency Address	Spring Fall Year Mid-semester Final
<i>The following signatures indicate all parties' receipt of the evaluation</i>	
Field Instructor Signature Date	Student Signature Date

<i>Brief description of key activities</i>	
Goal of the Project	
Outreach /Engagement Activities	
Fundraising Activities	
Educational Campaign	

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.

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. For any rating at (1) or (3) please justify your ranking in the comments section.

<i>Competencies must be demonstrated in at least 80% of behaviors</i>	Rating	1 needs additional assistance – does not meet standards	2 meets standards	3 performs above standards	Comments		
					1	2	3
Practice Competency and Behaviors							
<u>Competency #1: Demonstrate Ethical and Professional Behavior</u>							
Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.							
Social Workers:							
1. Demonstrates an understanding of the values and ethics of the profession. The student demonstrates an understanding of the values and ethics of the profession as evidence in his/her class, community field placement, and task group discussion.							
2. Demonstrate professional behavior The student demonstrates professional behavior in his/her demeanor, behavior, oral and written communication, and electronic communication that indicates an understanding of setting and context.							
3. Demonstrates responsibility, punctuality, and reliable attendance The student is consistently where they are supposed to be when they are supposed to be there.							
4. Knows and uses social work values and ethical principles in practice The student is able to identify ethical standards relevant to decisions, acknowledge the role personal values, and employs evidence to assess the harms and benefits of collective interventions and advocacy activities. This is rated on the consistency with which the student demonstrates this behavior.							

<p><i>Competencies must be demonstrated in at least 80% of behaviors</i></p> <p>Rating 1 needs additional assistance – does not meet standards 2 meets standards 3 performs above standards</p>				Comments
<p>Practice Competency and Behaviors</p>				
5. Works effectively with and within tasks groups The students demonstrate an understanding of the stages of the group development and are able to use that knowledge to assist them in maintaining the focus and work of the group. The student is also able to demonstrate their ability to provide attention to both dimensions of the group process; the relationships and tasks, and evidence during supervision.	1	2	3	
6. Uses self-evaluation and reflection to critically navigate competing professional and personal values, as well as in making strategic decision as relevant to the client system and their needs.	1	2	3	
<p>Competency #2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice.</p> <p>Social workers understand how diversity and difference characterize and shape human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, sex, sexual orientation, and tribal sovereign status. 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, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions may oppress, marginalize, alienate, or create privilege and power.</p>				
<p>Social Workers:</p>				
7. Demonstrate respect for and understanding of client system/community and co-workers, including those different from themselves and especially for those from non-dominant groups. The student is able to identify how various systems of power impact on the social context of the organizational and community system evidenced in their discussion of the systems. The student is rated based on the frequency and independence in which they present this insight.	1	2	3	
8. Recognize the extent to which cultural structures and values of some groups may operate to oppress, marginalize, alienate, or create or enhance privilege and power and is supported by the community. The student is able to identify how various cultural and value systems impact on the social context and effect the client systems by their discussion in his/her class, community field placement, and task group discussion.	1	2	3	

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Rating	1	2	3	
1 needs additional assistance – does not meet standards 2 meets standards 3 performs above standards				
Practice Competency and Behaviors				
9. Demonstrate enough self-awareness about the influence of personal biases and values in analyzing the community. The student demonstrates increasing levels of self-awareness in regard to how their personal experiences and values, as well as their own personal biases, power, and privilege influence their perceptions and affects the engagement process and all aspect of macro practice as evidenced by their discussions in class and community field placement. The student is a rated based on the frequency of and independence with which they present this information in their discussions of the client system as evidence in his/her class, community field placement, and task group discussion.				
10. Mediates tensions and conflicts that arise from managing cultural, political, and social differences between and within diverse groups.				
Competency #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 as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected. Social workers:				
11. Demonstrate an understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems level. The student identifies relevant human right principles in the assessment of organizations and communities and is able to articulate with increasing clarity violations, capturing the complexities of issues.				
12. Demonstrate an understanding of social, economic, and environmental justice The student identify aspects of the organization and community that support the continuation of social, economic and environmental oppression and is able to articulate with increasing clarity how, capturing the complexities of issues.				
Competency #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 and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:				
13. Demonstrate ability to gather information for organization or community assessment. Student conducts in survey, interview, or focus group with community members, constituents, stakeholders, and colleagues.				
14. Demonstrate the ability to identify, evaluate, and use data and information gathered from assessment or scholarship to build new knowledge and develop, implement, and evaluate client system.				

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<p>Practice Competency and Behaviors</p>				
15. Identify anticipated obstacles and opposition to the gathering and dissemination of data and information, including ethical, political, and economic dilemmas. Students conduct a power analysis of their organization or community using information obtained from assessment or scholarship to demonstrate a clear understanding of internal and external sources that support or oppose their client system.	1	2	3	
Competency #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 understand 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 understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation. Social Workers:				
16. Demonstrate appropriate level of maturity, emotional stability and judgment. The student is able to demonstrate a level of self- reflection and self- awareness that affords them the ability to understand the experiences of others and how others might experience them with increasing frequency and depth.				
17. Uses supervision and consultation effectively. The student is prepared for supervision with an agenda, ask questions and is able to process and use feedback. The student seeks out consultation when appropriate, this rating is based on the supervisor's perception of the consistency with which the student engages in this behavior, with an understanding that the discussions during supervision should reflect increasing understanding of the complexities involved in the student's experiences.				
18. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom in the understanding of policy and the impact it has on client systems. The student is able to identify the various sources of knowledge used to guide practice and support conclusions when discussing client systems and does so with increasing frequency. Students can state "How they know what they think they know about the client system and from what evidence are they supporting their conclusions."				
Competency #6: Engage with Individuals, Families, 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 workers:				

<i>Competencies must be demonstrated in at least 80% of behaviors</i>	1	2	3	Comments
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19. Demonstrate abilities to apply knowledge of human behavior and the social environment and other multidisciplinary theoretical frameworks to engage with client systems and constituencies.				
20. Demonstrate ability to use empathy, reflection, and interpersonal skills to effectively engage diverse client systems and constituencies.				
Competency #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 workers:				
21. Collect, organize, and critically analyze and interpret information from client systems;				
22. 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.				
23. Demonstrate abilities to develop mutually agreed upon intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within client systems				
24. Demonstrate abilities to select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of client systems				
Competency #8: Intervene with Individuals, Families, Organizations, and Communities. 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 workers:				
25. Demonstrate abilities to implement interventions to achieve practice goals and enhance capacities of client systems;				
26. Demonstrate abilities to apply knowledge human behavior and other theoretical frameworks in the development of interventions with client systems.				
27. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes				
28. Negotiate, mediate, and advocate with and on behalf of client systems				
29. Facilitate effective transitions and endings that advance mutually agreed on goals				

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Competency #9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities				
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:				
30. Select and use appropriate methods for evaluation of outcomes				
31. Critically analyze monitor, and evaluate intervention and program processes and outcomes;				
32. Apply evaluation findings to improve practice effectiveness at the micro and macro levels				