

EVALUATION OF STUDENT PERFORMANCE IN FIELD INSTRUCTION



Student _____ Agency _____
Agency Field Instructor _____ Faculty Field Instructor _____
Date of Midterm Evaluation _____ Date of Final Evaluation _____

The student's performance in Field Instruction is evaluated on demonstrated achievement of **9 Social Work Competencies** (See end of this form for complete descriptions of each Competency). Agency field instructors are asked to evaluate the student's performance based on observation of the student's work. **The evaluation process involves:**

1. Weeks 1-3: **Learning Plan.** The student and agency field instructor jointly complete the Individualized Learning Activities sections on this form. These are the specific field activities the student will engage in to attain and demonstrate mastery of the 10 competencies within the agency's context.
2. Weeks 6-7: **Midterm evaluations.** Agency field instructor and student complete all midterm ratings on this evaluation form. Share and discuss ratings during supervision, resolving any discrepancies. Then, during on-site conference with the faculty field instructor, student and agency field instructor discuss ratings, overall student performance, and learning plan for second half of placement.
3. Weeks 13-14: **Final evaluations.** Repeat midterm procedure using the original form. This allows us to compare midterm and final ratings. Student and agency field instructor may recommend a final grade.

We recognize that students will, depending on the nature of the agency in which they are placed, have more or less opportunity to demonstrate each specific behavior. However, **please develop learning activities, evaluate, and comment on every competency.** Space has been provided for the agency field instructor to describe, as specifically as possible, the student's strengths as well as those areas in which additional further growth is desirable or required.

Thank you for your thoughtful consideration of the student's learning needs and progress.

I. Overview of Student's Field Instruction Activities

Please describe the student's client population and Field Instruction assignments in the spaces provided below. At final evaluation, please indicate any significant changes.

Please describe the client population served by the student:

Please describe the student's responsibilities during Field Instruction (e.g., direct services, community outreach, program development, policy or research assignments, etc.):

II. Evaluation of Student Achievement of the Social Work Competencies

The Manchester University Social Work Program has **9 Competencies**—the **required outcomes of our entire baccalaureate program**. Student achievement of each competency should be demonstrated during Field Instruction. The competencies are operationalized as **specific, observable behaviors**. To support achievement of these, students will pursue **Individualized Learning Activities**. These activities align with the competencies and are designed at the beginning of the semester by the student, agency field instructor, and faculty field instructor.

Please use the 5-point scale provided here to evaluate student performance on each Practice Behavior. Please provide written comments for each competency. **Students are expected to show growth over the course of the semester**. Therefore, students often receive lower ratings at midterm and higher ratings at the final.

N/A	1	2	3	4	5
NOT APPLICABLE	NEVER MEETS EXPECTATIONS	RARELY MEETS EXPECTATIONS	MEETS EXPECTATIONS	OFTEN EXCEEDS EXPECTATIONS	ALWAYS EXCEEDS EXPECTATIONS
There has not yet been the opportunity to develop and practice this skill. Please discuss with the faculty field instructor during the midterm visit.	The student <u>consistently</u> performs <u>below</u> a level that would be expected for a bachelor-level social worker. Shows little to no evidence of understanding the concept and/or ability to effectively apply the skill.	The student <u>frequently</u> performs at a level <u>below</u> what would be expected for a bachelor-level social worker.	The student reliably performs at a level that would be expected for a bachelor-level social worker.	The student <u>frequently</u> performs at a level <u>above</u> what would be expected for a bachelor-level social worker.	The student <u>consistently</u> performs at a level <u>above</u> what would be expected for a bachelor-level social worker.

Competency 1: The student demonstrates ethical and professional behavior.

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.

Observable Behaviors	Mid: Final:	Midterm Evaluation Final Evaluation					
1.1 Makes ethical decisions by applying the standards of the 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	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
1.2 Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
1.3 Demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
1.4 Uses technology ethically and appropriately to facilitate practice outcomes	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
1.5 Uses supervision and consultation to guide professional judgment and behavior	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
Individualized Learning Activities to support Competency 1							
1.							

2.
3.
Midterm Comments for Competency 1:
Final Comments for Competency 1:

Competency 2: The student engages diversity and difference in practice.								
<p><i>Social workers understand how diversity and difference characterize and shape the 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, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, 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.</i></p>								
Observable Behaviors		Mid:	Midterm Evaluation					
		Final:	Final Evaluation					
2.1	Applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels	Mid:	N/A	1	2	3	4	5
		Final:	N/A	1	2	3	4	5
2.2	Presents themselves as learners and engages clients and constituencies as experts of their own experiences	Mid:	N/A	1	2	3	4	5
		Final:	N/A	1	2	3	4	5
2.3	Applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies	Mid:	N/A	1	2	3	4	5
		Final:	N/A	1	2	3	4	5
Individualized Learning Activities to support Competency 2								
1.								
2.								
3.								
Midterm Comments for Competency 2:								
Final Comments for Competency 2:								

Competency 3: The student advances human rights and social, economic, and environmental justice.

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.

Observable Behaviors	Mid: Final:	Midterm Evaluation Final Evaluation					
3.1 Applies their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
3.2 Engages in practices that advances social, economic, and environmental justice	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
Individualized Learning Activities to support Competency 3							
1.							
2.							
3.							
Midterm Comments for Competency 3:							
Final Comments for Competency 3:							

Competency 4: The student engages 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.

Observable Behaviors	Mid: Final:	Midterm Evaluation Final Evaluation					
4.1 Uses practice experience and theory to inform scientific inquiry and research	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
4.2 Applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
4.3 Uses and translates research evidence to inform and improve practice, policy, and service delivery	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5

Individualized Learning Activities to support Competency 4
1.
2.
3.
Midterm Comments for Competency 4:
Final Comments for Competency 4:

Competency 5: The student engages in policy practice.							
<p><i>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.</i></p>							
Observable Behaviors	Mid: Final:	Midterm Evaluation Final Evaluation					
5.1 Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
5.2 Assesses how social welfare and economic policies impact the delivery of and access to social services	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
5.3 Applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
Individualized Learning Activities to support Competency 5							
1.							
2.							
3.							
Midterm Comments for Competency 5:							
Final Comments for Competency 5:							

Competency 6: The student engages with individuals, families, groups, 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 critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Observable Behaviors	Mid: Final:	Midterm Evaluation Final Evaluation					
6.1 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
6.2 Uses empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
Individualized Learning Activities to support Competency 6							
1.							
2.							
3.							
Midterm Comments for Competency 6:							
Final Comments for Competency 6:							

Competency 7: The student assesses individuals, families, groups, organizations, and communities.

Social workers understand that 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 critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

Observable Behaviors	Mid: Final:	Midterm Evaluation Final Evaluation					
7.1 Collects and organizes data, and applies critical thinking to interpret information from clients and constituencies	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
7.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5

7.3 Develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies	Mid: N/A 1 2 3 4 5 Final: N/A 1 2 3 4 5
7.4 Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies	Mid: N/A 1 2 3 4 5 Final: N/A 1 2 3 4 5
Individualized Learning Activities to support Competency 7	
1.	
2.	
3.	
Midterm Comments for Competency 7:	
Final Comments for Competency 7:	

Competency 8: The student <u>intervenes</u> with individuals, families, groups, organizations, and communities.	
<i>Social workers understand that 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 interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration.</i>	
Observable Behaviors	Mid: Midterm Evaluation Final: Final Evaluation
8.1 Critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies	Mid: N/A 1 2 3 4 5 Final: N/A 1 2 3 4 5
8.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies	Mid: N/A 1 2 3 4 5 Final: N/A 1 2 3 4 5
8.3 Uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes	Mid: N/A 1 2 3 4 5 Final: N/A 1 2 3 4 5
8.4 Negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies	Mid: N/A 1 2 3 4 5 Final: N/A 1 2 3 4 5
8.5 Facilitates effective transitions and endings that advance mutually agreed-on goals	Mid: N/A 1 2 3 4 5 Final: N/A 1 2 3 4 5

Individualized Learning Activities (to support this competency)
1.
2.
3.
Midterm Comments for Competency 8:
Final Comments for Competency 8:

Competency 9: The student <u>evaluates practice</u> with individuals, families, groups, organizations, and communities.							
<p><i>Social workers 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 theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.</i></p>							
Observable Behaviors	Mid: Final:	Midterm Evaluation Final Evaluation					
9.1 Selects and uses appropriate methods for evaluation of outcomes	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
9.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
9.3 Critically analyzes, monitors, and evaluates intervention and program processes and outcomes	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
9.4 Applies evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels	Mid: Final:	N/A N/A	1 1	2 2	3 3	4 4	5 5
Individualized Learning Activities (to support this competency)							
1.							
2.							
3.							
Midterm Comments for Competency 9:							
Final Comments for Competency 9:							

III. Student's Potential as a Professional Generalist Social Worker

Please describe the student's strengths and areas for growth as a professional generalist social worker.

Student's Strengths	
Midterm	Final

Student's Areas for Growth	
Midterm	Final

IV. Supervision Provided to the Student

by the Agency Field Instructor	
as of Midterm	as of Final
Frequency of Informal Supervisory Contacts:	Frequency of Informal Supervisory Contacts:
Frequency of Formal Supervisory Meetings:	Frequency of Formal Supervisory Meetings:
Other Types of Supervision:	Other Types of Supervision:

by the Faculty Field Instructor	
as of Midterm	as of Final
Frequency of Informal Supervisory Contacts:	Frequency of Informal Supervisory Contacts:
Frequency of Formal Supervisory Meetings:	Frequency of Formal Supervisory Meetings:
Other Types of Supervision:	Other Types of Supervision:

V. Signatures

Midterm	Final
Student: Date:	Student: Date:
Agency Field Instructor: Date:	Agency Field Instructor: Date:
Faculty Field Instructor: Date:	Faculty Field Instructor: Date: