

Evaluation of Field Placement Performance
Master of Social Work
COMPREHENSIVE ADVANCED FINAL EVALUATION
Ferris State University

Date: _____ Semester: _____

Intern Name: _____

Field Agency: _____

Field Instructor: _____

Faculty Field Liaison: _____

Number of Hours Completed: _____

Instructions for Rating Interns on the 10 Competencies in the First Part of the Evaluation:

The standard by which an intern is to be compared is that of a beginning *level clinical social worker about to enter the clinical workforce. This evaluation is a comprehensive evaluation incorporating the two previous advanced evaluations, and we encourage you to make use of the previous evaluations to assess progress and competence.* The 10 competencies that are specified in this evaluation form are those established by our national accrediting organization (the Council on Social Work Education). Under each competency statement are several items that we ask that you rate to the following criteria.

4	The intern has excelled in this area
3	The intern is functioning above expectations for interns in this area
2	The intern has met the expectations for interns in this area
1	The intern has not as yet met the expectations in this area, but there is hope that the intern will meet the expectations before the end of the field placement
0	The intern has not met the expectations in this area, and there is not much hope that the intern will meet the expectations in this area before the end of the field placement

This evaluation is intended to give the intern feedback about her or his performance. The field instructor's rating of these items may be used to calculate the grade that is given to the intern. The faculty field liaison has the responsibility of assigning the grade for the course.

4 = excelled beyond expectations 3 = above expectations 2 = met expectations 1 = not yet met, but may meet expectations
 0 = not yet met, may not meet expectations

Competence #1: Intern identifies as a professional social worker and conducts himself/herself accordingly.

Practice Behavior	Task / Activity	Comprehensive Evaluation
1.5 Demonstrates the ability to utilize supervision and consultation effectively, with an emphasis on secondary traumatic stress and trauma triggers.		
1.6 Demonstrate on-going professional development.		
1.7 Readily identify as social work professionals.		

1.8 Demonstrate professional use of self with clients.		
1.9 Understand and identify professional strengths, limitations and challenges		
1.10 Develop, manage, and maintain therapeutic relationships with clients within the person in environment and strengths perspective with trauma-focused perspective		

Notes and Comments:

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Competence #2: Intern applies social work ethical principles to guide his or her professional practice.

Practice Behavior	Task / Activity	Comprehensive Evaluation
2.5 Apply ethical decision-making skills to issues specific to clinical social work, recognizing ethical ambiguities in clinical practice.		
2.6 Identify and use knowledge of relationship dynamics, including power differentials.		
2.7 Recognize and manage personal biases as they affect the therapeutic relationship in the service of clients' well-being.		

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Competence #3: Intern applies critical thinking to inform and communicate professional judgments.

Practice Behavior	Task / Activity	Comprehensive Evaluation
3.5 Engage in reflective practice.		
3.6 Identify and articulate clients' strengths and vulnerabilities and trauma triggers.		
3.7 Evaluate, select, and implement appropriate multidimensional assessment, diagnostic, intervention, and practice evaluation tools.		

<p>3.8 Evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them to client situations.</p>		
<p>3.9 Communicate professional judgments to other social workers and to professionals from other disciplines, in both verbal and written formats.</p>		

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Competence #4: Intern engages diversity and difference in practice.

Practice Behavior	Task / Activity	Comprehensive Evaluation
4.6 Through research and application of knowledge, work effectively with diverse populations to enhance client well-being.		
4.7 Identify and use practitioner/client differences from a strengths and trauma informed perspective.		
4.8 Demonstrate knowledge of historical trauma and impact on diverse populations.		

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Competence #5: Intern advances human rights and social and economic justice.

Practice Behavior	Task / Activity	Comprehensive Evaluation
5.4 Advocate for human rights and social and economic justice.		
5.5 Use knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide treatment planning and intervention.		

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Competence #6: Intern engages in research-informed practice and practice-informed research.

Practice Behavior	Task / Activity	Comprehensive Evaluation
6.3 Use evidence-based practice process in clinical assessment and intervention with clients.		
6.4 Participate in the generation of new clinical knowledge with respect to trauma through research and practice.		
6.5 Use research methodology to evaluate clinical practice effectiveness and/or outcomes.		

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Competence #7: Intern applies knowledge of human behavior and the social environment.

Practice Behavior	Task / Activity	Comprehensive Evaluation
7.4 Synthesize and differentially apply theories of human behavior in the social environment utilizing a trauma-informed care perspective to guide clinical practice.		
7.5 Use bio-psycho-social-spiritual theories, trauma informed care perspective, and diagnostic classification systems in formulation of comprehensive assessments.		

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Competence #8: Intern engages in policy practice to advance social and economic well-being and to deliver effective social work services.

Practice Behavior	Task / Activity	Comprehensive Evaluation
8.3 Communicate to stakeholders the implications of policies and policy change in the lives of clients.		
8.4 Use evidence-based practice and practice-based evidence in advocacy for policies that advance social and economic well-being.		
8.5 Advocate with and inform administrators and legislators to influence policies that affect clients and services.		

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Competence #9: Intern responds to contexts that shape practice.

Practice Behavior	Task / Activity	Comprehensive Evaluation
9.2 Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.		
9.3 Assess the quality of clients' interactions within their social contexts while understanding the role of traumatic experiences.		
9.4 Develop intervention plans and work collaboratively to accomplish systemic change that is sustainable.		

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Competence #10: Intern engages, assesses, intervenes and evaluates with individuals, families, groups, organizations, and communities.

Practice Behavior (Intake and Engagement)	Task / Activity	Comprehensive Evaluation
10.2 Develop and engage in a culturally responsive therapeutic relationship that encourages clients to be equal participants in the establishment of treatment goals and expected outcomes.		
10.3 Attend to the interpersonal dynamics, contextual and cultural factors that both strengthen and potentially threaten the therapeutic alliance.		

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Practice Behavior (Data Collection and Assessment)	Task / Activity	Comprehensive Evaluation
10.5 Use multidimensional bio-psycho-social-spiritual and trauma assessment tools.		
10.6 Assess client's coping strategies and readiness to change, to reinforce and improve adaptation to life situations, circumstances, and events.		
10.7 Use differential diagnoses.		

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Practice Behavior (Planning and Contracting)	Task / Activity	Comprehensive Evaluation
10.10 Select and modify appropriate best practice intervention strategies based on continuous clinical assessment.		
10.11 Demonstrate sensitivity to trauma experiences and the role of trauma when implementing treatment plans, goals and objectives.		

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Practice Behavior (Intervention and Monitoring)	Task / Activity	Comprehensive Evaluation
10.13 Help clients resolve problems.		
10.14 Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed and trauma focused as needed.		
10.15 Collaborate with other professionals to coordinate treatment interventions.		
10.16 Negotiate, mediate and advocate for clients		

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Practice Behavior (Termination and Evaluation)	Task / Activity	Comprehensive Evaluation
10.18 Use clinical evaluation of the process and outcomes to develop best practice interventions for a range of bio-psycho-social-spiritual conditions and traumatic experiences.		
10.19 Facilitate transition endings.		

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Practice Behavior (Political Advocacy and Community Organization)	Task / Activity	Comprehensive Evaluation
10.22 Engage in political processes that affect client well-being.		
10.23 Understand how traumatic experiences can ignite the political process and affect policy and/or community changes.		

Notes and Comments:

OVERALL EVALUATION:

Please check one of the following at the end of the semester:

This intern has excelled in field placement by performing above expectations for MSW interns.

This intern has performed at an above average level in the field placement.

This intern has met the expectations of the field placement.

This intern has not met the expectations for an MSW field placement and has demonstrated serious problems in performance.

Comments/elaboration (attached additional pages as necessary):

Signature of Agency Field Instructor: _____

Field Agency: _____ Date _____

The following section should be completed by the intern:

My field instructor has discussed this evaluation with me, and I have received a copy.

Intern's Signature _____ Date _____