

**Foundation Year Field Evaluation
Master of Social Work
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:

The standard by which an intern is to be compared is that of a ***new beginning-level social worker***. 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 according 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	Evaluation
1.1 Demonstrates the ability to advocate for client access to social work services	
1.2 Practices personal reflection and self-correction to assure continual professional development	
1.3 Demonstrates ability to set and adhere to professional boundaries	
1.4 Demonstrates professional demeanor in behavior, appearance and communication.	
1.5 Demonstrates the ability to utilize supervision and consultation effectively	
1.6 Engages in career long learning	

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

Practice Behavior	Evaluation
2.1 Demonstrates knowledge of the NASW Code of Ethics	
2.2 Abides by the ethical standards of the profession	
2.3 Demonstrates ability to utilize the NASW Code of Ethics to guide ethical reasoning	
2.4 Recognizes and manages personal values to be consistent with the NASW Code of Ethics	
2.5 Demonstrates a tolerance for different views in resolving ethical conflicts	

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

Practice Behavior	Evaluation
3.1 Demonstrates effective problem solving and critical thinking skills	
3.2 Demonstrates skill at integrating multiples sources of knowledge, including research findings	
3.3 Demonstrates the ability to analyze models of assessment, prevention, intervention and evaluation	
3.4 Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues.	

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 0 = not yet met, may not meet expectations

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

Practice Behavior	Evaluation
4.1 Demonstrates knowledge and respect for diversity e.g. age, class, culture, disability, ethnicity, gender, immigration status, political ideology, religion, and sexual orientation and expression	
4.2 Treats all clients with dignity and respect	
4.3 Recognizes the extent to which social structure and values may oppress, marginalize, alienate, or enhance privilege and power	
4.4 Identifies themselves as a learner and engages those with whom they work as educators	
4.5 Demonstrates self-awareness to eliminate influence of personal biases and values in working with diverse groups	

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

Practice Behavior	Evaluation
5.1 Recognizes that each person, regardless of position in society, has basic human rights	
5.2 Recognizes the global interconnections of oppression and promotes human and civil rights	
5.3 Recognizes oppression and discrimination and their harmful effects	
5.4 Demonstrates skill in advocating for human rights and social and economic justice	

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

Practice Behavior	Evaluation
6.1 Demonstrates the ability to use practice experience for research purposes	
6.2 Demonstrates the ability to utilize research findings to improve practice, policy and social service delivery	
6.3 Demonstrates the ability to design and executive evaluation research (Exercise 7)	

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

Practice Behavior	Evaluation
7.1 Demonstrates knowledge about human behavior across the life span	
7.2 Demonstrates knowledge about the range of social systems in which people live and how social systems affect client health and well-being	
7.3 Demonstrates the ability to utilize theoretical frameworks to guide the processes of assessment, intervention and evaluation.	

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 0 = not yet met, may not meet expectations

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

Practice Behavior	Evaluation
8.1 Analyze and advocate for policies that advance social well being	
8.2 Demonstrates skill in collaborating with colleagues and clients for effective policy action	

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

Practice Behavior	Evaluation
9.1 Demonstrates skill at continuously discovering emerging societal trends in order to provide relevant services	
9.2 Demonstrates the capacity for promoting sustainable changes in service delivery to improve the quality of social services	

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

Practice Behavior	Evaluation
Intake and Engagement	
10.1 Demonstrates growing ability to engage effectively (preparing for action, using empathy, developing mutually agreed upon focus for work) with individuals and families	
10.2 Demonstrates ability to engage effectively (preparing for action, using empathy, developing mutually agreed upon focus for work) with groups, organizations and communities.	
Data Collection and Assessment	
10.3 Demonstrates growing ability to assess (collect, organize and interpret client data; assess strengths and limitations; select appropriate intervention strategies) individuals and families.	
10.4 Demonstrates growing ability to assess (collect, organize and interpret client data; assess strengths and limitations; select appropriate intervention strategies) groups and organizations.	
Planning and Contracting	
10.5 Demonstrates a growing ability to effectively develop treatment goals with clients.	
10.6 Demonstrates a growing ability to identify, analyze and implement evidence based interventions designed to achieve client goals.	

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Intervention and Monitoring	
10.7 Demonstrates a growing ability to effectively intervene (initiate actions to achieve goals, implement prevention interventions that enhance client capacities; help clients resolve problems; negotiate, mediate, and advocate for clients) with individuals and families.	
10.8 Demonstrates a growing ability to effectively intervene (initiate actions to achieve goals, implement prevention interventions that enhance client capacities; help clients resolve problems; negotiate, mediate, and advocate for clients) with groups and organizations.	
Termination and Evaluation	
10.9 Recognizes the psychological and social significance of separation and demonstrates competence in terminating services with clients.	
10.10 Demonstrates ability to evaluate own practice	
10.11 Demonstrates ability to evaluate program outcomes	
Political Advocacy and Community Organization	
10.12 Demonstrates ability to promote social and economic justice causes.	
10.13 Demonstrates a growing awareness of political processes that affect client well-being.	

Overall Evaluation at First Semester:

Please check one of the following at the midterm evaluation.

*At the final evaluation do NOT complete this section.

This intern is excelling in field placement by performing above expectations for interns.

This intern is meeting the expectations of a field placement intern.

This intern is functioning somewhat below the expectations of a field placement intern. There is a question whether this intern will be ready for beginning level social work practice by the end of placement.

This intern is functioning below the expectations of a field placement intern. There is considerable concern that this intern will not be ready for beginning level social work practice by the end of placement.

This intern is functioning far below expectations and should be encouraged to pursue another major.

Comments/elaboration (attached additional pages as necessary):

FINAL OVERALL EVALUATION:

Please check one of the following at the final evaluation.

*At the midterm evaluation do NOT complete this section.

This intern has excelled in field placement by performing above expectations for interns. If an appropriate position were open at this agency, for a beginning level social worker, this intern would be considered among the top candidates for this position.

This intern has performed at an above average level in the field placement, and is ready for beginning level social work practice.

This intern has met the expectations of the field placement. This intern is ready for beginning level social work practice.

This intern is not yet ready for beginning level social work practice.

This intern is not yet ready for beginning level social work practice, and has demonstrated serious problems in performance, and perhaps should be encouraged to pursue another major.

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 _____