



**Rowan University · Master of Social Work Program
Field Education Placement Evaluation Form**

Student Name		Date	
Site Supervisor		Total Semester Hours Completed	
Agency			
Semester	SWK 01550 (Fa) SWK 01551 (Sp)	SWK 01650(Fa) SWK 01651 (Sp)	

Instructions for Rating Interns on the Nine (9) Competencies:

The standard by which an intern is to be compared is that of a student social worker. The nine (9) competencies specified in this evaluation form are those established by Council on Social Work Education (CSWE). Under each competency statement are skills that have been identified by the school as desirable for a student in an MSW practice placement. **The student behaviors that were assigned through the Learning Contract are the behaviors that become the basis for assessing the student’s skills at the end of the semester.**

Students are *not* expected to demonstrate all skills, and it is expected that there will be additional behaviors that are more appropriate to the agency and student learning that will be assigned to the student. The completion of this evaluation by the field instructor and the student can serve as a teaching-learning tool. It serves as a basis for assessing the student’s professional growth, performance, and level of skill attained.

Rating Scale for Evaluation

1 Needs Improvement	The student has not demonstrated readiness in this area.
2 Developing	The student is approaching readiness but has not yet met basic expectations
3 Competent	The intern has met the expectations for interns in this area.
4 Above Average	The intern is functioning above expectations for interns in this area.
5 Exceptional	The intern is functioning above expectations for social workers in this area

Comments should be made under every competency statement. Please make sure to indicate those areas in which you think the intern is particularly strong and those areas in which the intern needs improvement. This evaluation is intended to give the intern feedback about their performance.

COMPETENCY 1: Demonstrate Ethical and Professional Behavior		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
1.1	Make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
1.2	Demonstrate professional behavior; appearance; and oral, written, and electronic communication;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
1.3	Use technology ethically and appropriately to facilitate practice outcomes	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
1.4	Use supervision and consultation to guide professional judgment and behavior.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

COMPETENCY 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
2.5	Advocate for human rights at the individual, family, group, organizational, and community system levels;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
2.6	Engage in practices that advance human rights to promote social, racial, economic, and environmental justice.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

COMPETENCY 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
3.7	Demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
3.8	Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

COMPETENCY 4: Engage in Practice-Informed Research and Research-Informed Practice		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
4.9	Apply research findings to inform and improve practice, policy, and programs;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
4.10	Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

COMPETENCY 5: Engage in Policy Practice		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
5.11	Use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
5.12	Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

COMPETENCY 6: Engage with Individuals, Families, Groups, Organizations, and Communities		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
6.13	Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
6.14	Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

COMPETENCY 7: Assess Individuals, Families, Groups, Organizations, and Communities		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
7.15	Apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
7.16	Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

COMPETENCY 8: Intervene with Individuals, Families, Groups, Organizations, and Communities		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
8.17	Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
8.18	Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

COMPETENCY 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities		Experienced by student during this placement? Yes or No	Level of skill at the end of the learning activity? <i>(please choose one)</i> (1) Needs Improvement (2) Developing (3) Competent (4) Above Average (5) Exceptional				
9.19	Select and use culturally responsive methods for the evaluation of outcomes;	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5
9.20	Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities	<input type="checkbox"/> Yes <input type="checkbox"/> No	1	2	3	4	5

Comments:

EVALUATION OF PROFESSIONAL READINESS

Please use this scale to answer questions below:

(5) Very well prepared, (4) Well prepared, (3) Adequately prepared, (2) Poorly prepared, (1) Not prepared

1. How prepared was student to “engage” with clients?
2. How prepared was student for basic job readiness (punctuality, response to written communication, actively engaged in job responsibilities, professional attire)?
3. How prepared was student to provide well written documentation (i.e., case notes and assessments)?
4. How prepared was student in their ability to communicate in a professional manner (written and verbal)?
5. How prepared was student to recognize diverse, equitable and inclusive needs of clients?
6. How prepared was student to apply feedback and direction given to them from the field instructor?
7. How prepared was student to provide an evaluation of their own strengths and areas of improvement?
8. How prepared was the student to apply problem-solving skills at your agency?
9. How would you rate student’s overall readiness and potential to become a social worker

Overall End of Semester Evaluation

Please check one of the following:

	The student is excelling in all areas of agency internship
	The student is functioning above expectations for interns at the agency
	The student has met the expectations for interns at the agency
	The student is approaching readiness but has not yet met basic expectations
	The student has not demonstrated readiness for the field.

Student Signature: _____

Date: _____

Field Instructor Signature: _____

Date: _____

Field Education Dept Signature: _____

Date: _____

The following section should be completed by the intern:

I have reviewed this evaluation with my field instructor/agency supervisor and Rowan’s field

education team and I have received a copy. My agreement or disagreement follows:

I agree with the evaluation: I do not agree with evaluation: (See note below.)

Student’s Signature _____ Date _____

NOTE: If the student disagrees with the evaluation, they should state that disagreement in writing and submit a copy to both the Field Instructor and Field Education Dept within three (3) days of receiving the evaluation. A meeting between the student, Field Education Dept, and faculty members as appropriate, will then be held to discuss the disagreement.

Adapted from Nyack College: http://nyack.edu/files/E1_evaluation_semester1_Sept_2012.pdf, Retrieved July 7, 2016.