

TEXAS A&M UNIVERSITY – COMMERCE  
Social Work Program

BSW Field Practicum Student Evaluation

Student \_\_\_\_\_ Semester \_\_\_\_\_

Agency \_\_\_\_\_

Field Instructor \_\_\_\_\_ Date \_\_\_\_\_

Midterm Evaluation    OR    Final Evaluation (Circle One)

***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 new beginning-level social worker. The 10 competencies 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.

<b>5</b>	The intern has excelled in this area
<b>4</b>	The intern is functioning above expectations for interns in this area
<b>3</b>	The intern has met the expectations for interns in this area
<b>2</b>	The intern has not as yet met the expectations in this area, but the gives indication s/he will do so in the near future
<b>1</b>	The intern has not met the expectations in this area, and does not give indications s/he will do so in the near future
<b>n/a</b>	Not applicable, as the intern has not had the opportunity to demonstrate competence in this area

Comments may be made under any competency statement, if desired. Please be sure to indicate those areas in which you think the intern is particularly strong and those areas in which the student need improvement.

This evaluation is intended to give the intern feedback about her or his performance. The field instructor's rating of these items will not directly be used to calculate the grade given to the intern. The faculty liaison has responsibility of assigning the grade for field instruction. The grade that is assigned will be based on: **the faculty liaison's overall evaluation of the student's performance in field placement in conjunction with the field instructor's evaluation and other submitted materials such as: intern logs; seminar participation; papers that integrate field with classroom instruction.**

If you prefer to use another evaluation system **in addition** to this form to evaluate a student's performance, please discuss this with the faculty supervisor.

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

Please rate either 5 4 3 2 1 or n/a

1.1	Knows the profession's history	
1.2	Has a commitment to enhancing the profession	
1.3	Has a commitment to conducting himself/herself as a professional social worker	
1.4	Has a commitment to career-long learning and growth	
1.5	Advocates well for client access to the services of social work	
1.6	Practices personal reflection and self-correction to assure continual professional development	
1.7	Attends well to professional roles and boundaries	
1.8	Demonstrates professional demeanor in appearance	
1.9	Demonstrates professional demeanor in communication	
1.10	Uses supervision and consultation effectively	

Comments:

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

Please rate either 5 4 3 2 1 or n/a

2.1	Is knowledgeable about the value base of the profession	
2.2	Is knowledgeable of, and abides by, the ethical standards of the profession	
2.3	Is knowledgeable, and abides by, laws relevant to social work	
2.4	Recognizes and manages personal values in a way that allows Professional values to guide practice (e.g., on such issues as Abortion and gay rights)	
2.5	Tolerates well ambiguity in resolving ethical conflicts	
2.6	Is able to apply strategies of ethical reasoning to arrive at principled decisions	

Comments:

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

**Please rate either 5 4 3 2 1 or n/a**

3.1	Is knowledgeable about the principles of logic and scientific inquiry	
3.2	Is able to grasp and comprehend what is obscure	
3.3	Is skilled in using critical thinking augmented by creativity and curiosity	
3.4	Has good assessment skills	
3.5	Has good problem-solving skills	
3.6	Has good data gathering skills	
3.7	Analyzes complex material well	
3.8	Is skilled at appraising and integrating multiple sources of knowledge; including research-based knowledge and practice wisdom	
3.9	Is skilled at analyzing models of assessment, prevention, intervention, and evaluation	
3.10	Demonstrates effective oral communication in working with individuals, families, groups, organizations, communities, and colleagues	
3.11	Demonstrates effective written communication in working with individuals, families, groups, organizations, communities, and colleagues	

Comments:

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

**Please rate either 5 4 3 2 1 or n/a**

4.1	Treats diverse clients with dignity and respect	
4.2	Is knowledgeable and respectful of clients who differ by such factors as age, class, color, culture, disability, ethnicity, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation	
4.3	Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	
4.4	Has sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	
4.5	Recognizes and communicates her or his understanding of the importance of difference in shaping life experiences	

Adapted from rubric courtesy of Charles Zastrow, PhD., George Williams College, Williams Bay, WI.

4.6	Views herself or himself as a learner and engages those he or she works with as informants	
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Comments:

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

**Please rate either 5 4 3 2 1 or n/a**

5.1	Recognizes that each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care and education	
5.2	Recognizes the global interconnections of oppression and is knowledgeable about theories of justice and strategies to promote human and civil rights	
5.3	Understands the forms and mechanisms of oppression and discrimination	
5.4	Is skilled at advocating for human rights and social and economic justice	
5.5	Is skilled at engaging in practices that advance social and economic justice	

Comments:

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

**Please rate either 5 4 3 2 1 or n/a**

6.1	Is skilled at using practice experience to inform research	
6.2	Is skilled at employing evidence-based interventions	
6.3	Is skilled at evaluating her or his practice	
6.4	Is skilled at using research findings to improve practice, policy, and social service delivery	
6.5	Comprehends quantitative research	
6.6	Comprehends qualitative research	
6.7	Understands scientific and ethical approaches to building knowledge	

Comments:

**Competence #7: Intern applies knowledge of human behavior and the social environment.****Please rate either 5 4 3 2 1 or n/a**

7.1	Is knowledgeable about human behavior across the life course	
7.2	Is knowledgeable about the range of social systems in which people live	
7.3	Is knowledgeable about the ways social systems promote or deter people in maintaining or achieving health and well-being	
7.4	Is skilled at applying theories and knowledge about biological variables, social variables, cultural variables, psychological variables, and spiritual development	
7.5	Is skilled at utilizing conceptual frameworks to guide the processes of assessment, intervention, and evaluation	

Comments:**Competence #8: Intern engages in policy practice to advance social and economic well-being and to deliver effective social work services.****Please rate either 5 4 3 2 1 or n/a**

8.1	Understands that policy affects service delivery	
8.2	Actively engages in policy practice	
8.3	Is knowledgeable about the history of social policies and services	
8.4	Is knowledgeable about current social policies and services	
8.5	Is knowledgeable about the role of practice in policy development	
8.6	Is skilled at analyzing, formulating, and advocating for policies that advance social well-being	
8.7	Is skilled at collaborating with colleagues and clients for effective policy action	

Comments:

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

Please rate either 5 4 3 2 1 or n/a

9.1	Is informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice	
9.2	Recognizes that the context of practice is dynamic, and has the knowledge and skills to respond proactively	
9.3	Is skilled at continuously discovering, appraising, and attending to changing locales, populations, scientific and technological developments, and emerging societal trends in order to provide relevant services	
9.4	Is skilled at providing leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	

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

Please rate either 5 4 3 2 1 or n/a

10.1	Is skilled at identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals	
10.2	Is skilled at using research and technological advances	
10.3	Is skilled at evaluating program outcomes	
10.4	Is skilled at evaluating the effectiveness of her or his practice	
10.5	Is skilled at developing, analyzing, advocating, and providing leadership for policies and services	
10.6	Is skilled at promoting social and economic justice	
10.7	Is skilled at engaging (developing a positive relationship) with individuals	
10.8	Is skilled at engaging families	
10.9	Is skilled at engaging groups	
10.10	Is skilled at engaging organizations	
10.11	Is skilled at engaging communities	
10.12	Is skilled at assessing individuals	
10.13	Is skilled at assessing families	
10.14	Is skilled at assessing groups	
10.15	Is skilled at assessing organizations	
10.16	Is skilled at assessing communities	
10.17	Is skilled at providing effective services to individuals	

Adapted from rubric courtesy of Charles Zastrow, PhD., George Williams College, Williams Bay, WI.

10.18	Is skilled at providing effective services to families	
10.19	Is skilled at providing effective services to groups	
10.20	Is skilled at providing effective services to organizations	
10.21	Is skilled at providing effective services to communities	

Comments:

**Overall Evaluation at MIDTERM:**

Please check one of the following at the midterm evaluation. At the final evaluation do NOT complete this section.

1. This intern is excelling in field placement by performing above expectations for interns.
2. This intern is meeting the expectations of a field placement intern.
3. 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.
  
4. 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 should perhaps be encouraged to pursue another major.

Comments/elaboration:

*The following section should be completed by the intern:*

My agency supervisor and faculty supervisor have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

I agree with the evaluation <input type="checkbox"/>
I do not agree with evaluation <input type="checkbox"/>

Intern's Signature \_\_\_\_\_ Date \_\_\_\_\_

- If the intern disagrees with the evaluation she/he should state that disagreement in writing and submit a copy to both the agency supervisor and the faculty supervisor. A meeting between the student, agency supervisor, and faculty supervisor should then be held to discuss the disagreement.

\_\_\_\_\_  
Field Instructor Date

\_\_\_\_\_  
Field Liaison Date

\_\_\_\_\_  
Task Supervisor Date

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**FINAL OVERALL EVALUATION:**

Please check one of the following at the final evaluation. At the midterm evaluation do NOT complete this section.

1. 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.
2. This intern has met the expectations of the field placement. This intern is ready for beginning level social work practice.
3. This intern is not yet ready for beginning level social work practice.
4. 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:

***The following section should be completed by the intern:***

My agency supervisor and faculty supervisor have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

I agree with the evaluation

I do not agree with evaluation

Intern's Signature \_\_\_\_\_ Date \_\_\_\_\_

- If the intern disagrees with the evaluation she/he should state that disagreement in writing and submit a copy to both the agency supervisor and the faculty supervisor. A meeting between the student, agency supervisor, and faculty supervisor should then be held to discuss the disagreement.

\_\_\_\_\_  
Field Instructor Date

\_\_\_\_\_  
Field Liaison Date

\_\_\_\_\_  
Task Supervisor Date

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