COMMUNITY PRACTICE, POLICY & ADVOCACY FIELD EVALUATION

Date:
Agency Name:

Student Name:
Field Instructor:
Task Supervisor (if applicable):
Field Liaison:
Semester/Year:

NARRATIVE DESCRIBING THE AGENCY:
Brief description of agency (clients served, professions represented, funding sources, size):
In completing the Evaluation, the Field Instructor rates the student on their level of proficiency as related to the identified Practice Behaviors using the scale below. Field Instructors are to evaluate performance by clicking on the appropriate numerical rating to the right of each Practice Behavior.

**Scale:** Application of knowledge and skills to practice:

<table>
<thead>
<tr>
<th>N/O</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td>No Opportunity*</td>
<td>Does Not Meet Expectations*</td>
<td>Needs Improvement</td>
<td>Meets Expectations</td>
<td>Exceeds Expectations</td>
</tr>
<tr>
<td>Student has not had the opportunity to demonstrate competence in this area.</td>
<td>Student does not meet expectations for a student at this level</td>
<td>Student demonstrates limited ability/needs some improvement.</td>
<td>Student meets expectations for a student at this level</td>
<td>Student exceeds expectations for a student at this level</td>
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*Please explain N/O’s

*Comments required
Competency #1: Identify as a professional social worker and conduct oneself accordingly.

1.1 ______ Actively engage in a commitment to social justice and human rights.

1.2 ______ Effectively use reflection, supervision, and self-correction on both personal level and collective (community, identity group(s), organizational, regional, national, etc.) levels.

1.3 ______ Appropriately undertake self-directed, autonomous action, and collective action following the lead of multiple stakeholders and constituencies.

1.4 ______ Balance the variety of roles, relationships, and priorities within which macro social workers practice.

1.5 ______ Demonstrate an ability to (a) build, (b) take part in, (c) evaluate, and (d) improve collaborations and project teams.

1.6 ______ Effectively communicate, individually and collectively, using a variety of modes (written, oral, multimedia).

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.

Competency #2: Apply social work ethical principles to guide professional practice
2.1 ______  Apply ethical standards and values from NASW, CSWE, IFSW/IASSW to work with organizations and communities.

2.2 ______  Promote justice within organizations and communities, through investigating, understanding, and addressing historical and present power relationships and modes of domination and oppression.

2.3 ______  Apply ethical reasoning to sort through the ambiguities and conflicting priorities in macro social work.

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.

Competency #3:  Apply critical thinking to inform and communicate professional judgements.

3.1 ______  Critically evaluate multiple frameworks and approaches to make reasoned decisions for action.

3.2 ______  Demonstrate an ability to work flexibly within ambiguous and rapidly-shifting situations.
3.3 ______ Demonstrate the application of empirically sound and reasoned steps toward collaborative problem solving across diverse constituencies.

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.

Competency #4: Engage diversity and difference in practice.

4.1 ______ Demonstrate an ability to reflect on, act responsibly on, and communicate about personal and collective positionality, power, and biases, including how these dynamics affect communities and organizations, social movements, and policy development.

4.2 ______ View as experts, engage with, and ensure the participation of diverse and marginalized community and organizational constituents by identifying and accommodating multilingual and non-literate needs, gender power dynamics, and access for disabilities in assessing, planning and implementing interventions.

4.3 ______ Be able to discuss the historical and present tensions of within social work with communities and organizations, including: (a) the role of historical trauma and collective resilience; (b) the dynamics of insider/outsider tensions; and (c)
the practical and philosophical issues regarding work that crosses multiple, interconnected factors including (but not limited to) age, race, class, color, nationality, culture, disability, ethnicity, gender, gender identity, religion, political ideology, immigration status, sex and sexual orientation.

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.

Competency #5: Advance human rights and social and economic justice.

5.1 ______ Discuss and critically evaluate the historical and political contexts of, and macro social work’s traditions around, human rights and social and economic justice, including legacies of structural power arrangements.

5.2 ______ Be able to use existing and develop new evaluative indicators to determine collective (social, economic, political, and environmental) wellbeing.

5.3 ______ Individually and collectively advocate for human rights.

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester.
Competency #6: Engage in research-informed practice and practice-informed research.

6.1 ______ Collectively and individually demonstrate skills in collecting, organizing, and analyzing quantitative and qualitative data and in using data to prepare and present professional products for community agencies.

6.2 ______ Manage group and community-based research efforts, including the following and/or integration of members of communities and organizations in all steps of research (goals, questions, design, collection, analyses, interpretation).

6.3 ______ Identify and utilize best practice, evidence-informed research to understand issues and to develop and implement community and organizational interventions.

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.
Competency #7: Apply knowledge of human behavior and the social environment.

7.1 ______ Assess and analyze communities and organizations as social systems with life cycles and arrangements of connections.

7.2 ______ Utilize the potential and/or realized connections between and among individuals, collectives, and places in all stages of macro practice.

7.3 ______ Actively engage with communities and organizations to plan, recommend, and evaluate interventions emphasizing diverse contexts (cultural, historical, social, economic, and political).

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.
Competency #8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

8.1 ______ Analyze policies from historical, current, and global perspectives with particular understanding of the role of social, economic, and political forces on policy formulation, and the implications for less powerful and oppressed groups.

8.2 ______ Work collaboratively to formulate and promote policies that advance social justice, the effectiveness of social services, and collective wellbeing.

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.

Competency #9: Respond to contexts that shape practice.

9.1 ______ Strengthen and aid in the development of communities, groups, and organizations through: (a) collaboration in all stages of macro practice (engagement, assessment, intervention, and evaluation); (b) joint problem identification and strategic planning; and (c) leadership development of self and others
9.2 ______ Actively discover and utilize strengths and knowledge (both new and old) from the cultural, geographical, political, legal, economic, environmental, technological, and scientific contexts within communities and organizations to inform macro practice.

Provide example(s) of how the social work student has demonstrated competency in the practice behaviors listed above. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.

Competency #10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

**Overall skills in community and organizational practice:**

10.1 ______ Demonstrate networking, facilitative, and technical knowledge and skills needed for collaborative efforts within community and organizational engagement, assessment, intervention, and evaluation (e.g. distributive leadership, facilitation, participatory problem/priority identification, decision making, conducting effective meetings, team building, communication, supervision, conflict resolution, management of individuals and task groups, budgeting, fundraising).

10.2 ______ Actively draw on multiple theories and frameworks within community and organizational engagement, assessment, intervention, and evaluation (e.g. organizational and systems theories; theories of change; theories of community development/organization; theories of policy advocacy).

10.3 ______ Demonstrate effective, logical movement through the engagement-assessment-intervention-evaluation cycle, including constructing and using logic models to guide the process.
Engagement:

10.4 ______ Engage with communities and organizations in a kind, collaborative, transparent manner that reflects mutuality.

10.5 ______ Demonstrate effective verbal and nonverbal communication skills.

Assessment:

10.6 ______ Develop relevant and mutually agreed-upon questions for assessment.

10.7 ______ Undertake a variety of strategies and presentation formats for community assessments.

10.8 ______ Demonstrate skills in collecting, organizing, and analyzing quantitative and qualitative data for an assessment (e.g. surveys, interviews, focus groups, visual methods).

10.9 ______ Articulate attempts at navigating insider/outsider tensions, including conflicts between “prescribed” goals and community priorities in needs assessments.

10.10 ______ Appreciate the differences among research led by, done with, and done on communities.

Intervention:

10.11 ______ Use an assessment to draw logical, collaborative implications for programmatic and policy interventions.

10.12 ______ Design collaborative programmatic and policy interventions, using well-reasoned theories of change strategies selected from a well-considered range of theories and strategies.

10.13 ______ Communicate, orally and in writing, effective proposals for intervention plans across areas of macro practice, including organizations, communities, and policy areas.
**Evaluation:**

10.14 _____ Differentiate between and be able to isolate the advantages and disadvantages of different types of evaluation, including summative and formative; process and outcome.

10.15 _____ Critically evaluate why programs succeed or fail, including theories of program cause and effect and issues of implementation.

10.16 _____ Understand and use theories of change for evaluation of various program and policy issues.

**Supervisor’s Narrative Evaluation:** Provide example(s) of how the social work student has demonstrated competency in engagement, assessment, intervention and evaluation with individuals, families, groups, organizations and communities. Examples should support the ratings you have assigned and include suggested strategies to promote learning. For any N/O rating in fall semester, please describe plan for providing this learning opportunity during the spring semester. It is expected that students will achieve a numerical rating (1-4) in all practice behaviors in the spring semester.
Self Care and Self Awareness:

- Develop awareness of own professional, personal and learning needs and advocates for self accordingly.
- Articulate feelings, thoughts, concerns and conflicts affecting performance.
- Implement strategies for relaxation, stress management and personal care.
- Maintain commitment to work-life balance.

Provide example(s) of how the social work student has demonstrated competency in practicing appropriate self-care and awareness. Examples should support the ratings you have assigned and include suggested strategies to promote learning.

Professional Work Skills:

- Demonstrate intellectual curiosity, creativity, and strategic thinking.
- Effectively manage and prioritize workload.
- Possess organizational skills and attention to detail.
Exhibit public speaking skills particularly in case conferences, supervision, client meetings, presentations and staff meetings.

Demonstrate professional written and verbal communication.

Adhere to expected work schedule and hours of internship.

Inform Field Instructor when late or absent (using communication determined by Field Instructor and agency – email, phone or text).

Meet agreed-upon deadlines.

Dress professionally according to agency’s standards.

Maintain collegial, respectful and collaborative attitude towards all agency staff.

Accept and follow instructions or directives from supervisor or agency designee.

Provide additional comments on Professional Work Skills:

Student’s Narrative Self-Evaluation of Overall Progress:

Students should note a change and development in knowledge, skills and competencies and include detailed information regarding practice experiences.
Field Instructor Summary:

1. Please summarize your assessment of the student’s performance in field placement.

2. Based on your assessment of the student’s performance and potential for further professional development, (in fall semester), indicate your plans for next semester, OR (in spring semester), indicate your plans for future learning and development.
The student will have completed the required time for the field placement by the last day of Field Placement (please see Field Education Calendar). Y N

If no, please indicate the remaining time student needs to complete, and the agreed-upon date of completion.

**Signatures:**

The Student’s signature does not imply agreement, only that the Student has read the evaluation. In situations where the Student disagrees with the evaluation the Field Instructor may wish to include the Student’s views in the text. If the student wishes to include an addendum to the evaluation they may do so. The addendum would become a part of the student’s permanent record.

*Student: This is to certify that I have read and received a copy of this evaluation, that I understand I have the right to disagree in writing with this evaluation of my performance, and that such a statement will be appended to this evaluation. At the time of this signing, I certify and my Field Instructor verifies that I have completed the required time for the field placement.*

Student __________________________________________________________ Date ______________

Field Instructor __________________________________________________ Date ______________

**Submission instructions:** Student uploads completed/signed Evaluation to *Moodle.*