BRYN MAWR COLLEGE | GRADUATE SCHOOL OF SOCIAL WORK AND SOCIAL RESEARCH

FOUNDATION 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):

300 Airdale Road, Bryn Mawr, PA 19010 | 610-520-2601 | field@brynmawr.edu
Description of major assignments, demographic data, and intervention modalities used:

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></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>N/O</strong></td>
<td><strong>Does Not Meet Expectations</strong></td>
<td><strong>Needs Improvement</strong></td>
<td><strong>Meets Expectations</strong></td>
<td><strong>Exceeds Expectations</strong></td>
</tr>
<tr>
<td>No Opportunity*</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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</tbody>
</table>

*Student has not had the opportunity to demonstrate"
Competency #1: Identify as a professional social worker and conduct oneself accordingly.

1.1 _____ Advocate for client access to services of social work
1.2 _____ Practice personal reflection and self-correction to assure continual professional development
1.3 _____ Attend to professional roles and boundaries
1.4 _____ Demonstrate professional demeanor in behavior, appearance and communication
1.5 _____ Engage in career-long learning
1.6 _____ Use supervision and consultation

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  Recognize and manage personal values in a way that allows professional values to guide practice.
2.2  Make ethical decisions by applying standards of the NASW Code of Ethics.
2.3  Tolerate ambiguity in resolving ethical conflicts.
2.4  Apply strategies of ethical reasoning to arrive at principled decisions.

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  Distinguish, appraise and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.
3.2 ______ Analyze models of assessment, prevention, intervention, and evaluation.

3.3 ______ Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

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 ______ Recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.

4.2______ Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.

4.3______ Recognize and communicate their understanding of the importance of difference in shaping life experiences.

4.4 ______ View themselves as learners and engage those with whom they work as informants.

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 ______ Understand the forms and mechanisms of oppression and discrimination.
5.2 ______ Advocate for human rights and social and economic justice.
5.3 ______ Engage in practices that advance social and economic justice.

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 #6: Engage in research-informed practice and practice-informed research.

6.1 ______ Use practice experience to inform scientific inquiry
6.2 ______ Use research evidence to inform 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 #7: Apply knowledge of human behavior and the social environment.

7.1 _____ Utilize conceptual frameworks, including person-in-environment (PIE), to guide the processes of assessment, intervention, and evaluation;
7.2 _____ Critique and apply knowledge to understand person and environment.

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.
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Competency #8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

8.1 ______ Analyze, formulate, and advocate for policies that advance social well-being.
8.2 ______ Collaborate with colleagues and clients for effective policy action.

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 ______ Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services

9.2 ______ Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services

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.

Engagement:

10.1______ Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.
10.2______ Use empathy and other interpersonal skills.
10.3______ Develop a mutually agreed-on focus of work and desired outcomes.

**Assessment:**

10.4______ Collect, organize, and interpret client data.
10.5______ Assess client/constituent strengths and limitations.
10.6______ Develop mutually agreed-on intervention goals and objectives.
10.7______ Select appropriate intervention strategies.

**Intervention:**

10.8______ Initiate actions to achieve organizational goals
10.9______ Implement prevention interventions that enhance client capacities
10.10______ Help clients to resolve problems
10.11______ Negotiate, mediate, and advocate for clients
10.12______ Facilitate transitions and endings

**Evaluation:**

10.13______ Critically analyze, monitor, and evaluate interventions
**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.