

## Rating Scale for Evaluation of Field Placement Performance

Midterm     

Final     

Name of Intern \_\_\_\_\_

Date \_\_\_\_\_

***Instructions for Rating Interns on the Twelve Objectives 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 twelve objectives that are specified in this evaluation form are those established by our national accrediting organization (the Council on Social Work Education). Under each objective statement are several items that we ask that you rate according to the following criteria.

- (1) The intern has excelled in this area
- (2) The intern is functioning above expectations for interns in this area
- (3) The intern has met the expectations for interns in this area
- (4) The intern has not as yet met the expectations in this area, but there is hope that the intern will meet the expectations in the near future
- (5) 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 in the near future
- (na) Not applicable, as the intern has not had the opportunity to demonstrate competence in this area

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

This evaluation is intended to give the intern feedback about her or his performance. The agency supervisor's rating of these items will not directly be used to calculate the grade that is given to the intern. The faculty supervisor has the responsibility of assigning the grade for the course. The grade that is assigned will be based on: **the faculty supervisor's overall evaluation of the student's performance in placement in conjunction with the agency supervisor's evaluation (65%); intern logs (10%); seminar participation (5%); two papers (10% each—20% total).**

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.

**Objective #1: Applies critical thinking skills within the context of professional social work practice.**

- |     |                                 |              |
|-----|---------------------------------|--------------|
| 1.1 | Has good assessment skills      | 1 2 3 4 5 na |
| 1.2 | Has good problem solving skills | 1 2 3 4 5 na |

1.3	Has good data gathering skills	1	2	3	4	5	na
1.4	Analyzes complex material well	1	2	3	4	5	na
1.5	Has good critical thinking capacities	1	2	3	4	5	na

Comments:

<b>Objective #2: Practices within the values and ethics of the social work profession and with an understanding of and respect for the positive value of diversity.</b>
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2.1	Has a commitment to promoting the well-being of clients	1	2	3	4	5	na
2.2	Respects the right of clients to self-determination	1	2	3	4	5	na
2.3	Is perceptive and attentive to cultural diversity	1	2	3	4	5	na
2.4	Follows agency's guidelines on confidentiality	1	2	3	4	5	na
2.5	Has the capacity to communicate well with a variety of diverse groups	1	2	3	4	5	na
2.6	Treats all clients with dignity, courtesy and fairness	1	2	3	4	5	na

Comments:

<b>Objective #3: Demonstrates the professional use of self</b>
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3.1	Presents self as a professional social worker	1	2	3	4	5	na
3.2	Has a high level of self awareness	1	2	3	4	5	na
3.3	Dress and appearance are consistent with agency standards	1	2	3	4	5	na
3.4	Is self-confident	1	2	3	4	5	na
3.5	Maintains poise and control in stressful situations	1	2	3	4	5	na
3.6	Conveys an interest in helping others	1	2	3	4	5	na
3.7	Has good interviewing skills	1	2	3	4	5	na
3.8	Formulates realistic contracts with clients (including goals and planned						

	intervention) and follows through, as appropriate to the agency setting	1	2	3	4	5	na
3.9	Has ability to utilize group dynamics therapeutically	1	2	3	4	5	na
3.10	Has ability to observe a group and make accurate assessments	1	2	3	4	5	na
3.11	Has ability to co-facilitate or facilitate a group effectively	1	2	3	4	5	na

Comments:

<p><b>Objective #4: Understands the forms and mechanisms of oppression and discrimination and the strategies of change that advance social and economic justice.</b></p>
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4.1	Treats diverse clients with dignity and respect	1	2	3	4	5	na
4.2	Has considerable awareness of the forms and mechanisms of oppression and discrimination	1	2	3	4	5	na
4.3	Is committed to advancing social and economic justice for individuals and groups who are subjected to discrimination	1	2	3	4	5	na
4.4	Uses pertinent information to assess clients, including attending to cultural/ethnic influences, gender roles, diversity of lifestyle, and access to resources	1	2	3	4	5	na
4.5	Has an understanding of the impacts of various environmental conditions on individuals, groups, families and communities (such as poverty and discrimination)	1	2	3	4	5	na

Comments:

<p><b>Objective #5: Understands the history of the social work profession and its current structures and issues.</b></p>
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5.1	Is knowledgeable about the agency's mission—its history, goals, and
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	functions in the community	1 2 3 4 5 na
5.2	Is knowledgeable about current social problems	1 2 3 4 5 na
5.3	Is knowledgeable about community resources	1 2 3 4 5 na
5.4	Demonstrates resourcefulness in identifying and using resources not commonly known	1 2 3 4 5 na
5.5	Has a good understanding of existing social welfare programs	1 2 3 4 5 na

Comments:

<p><b>Objective #6: Applies the knowledge and skills of generalist social work to practice with systems of all sizes.</b></p>
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6.1	Is effective in providing services to individuals	1 2 3 4 5 na
6.2	Is effective in providing services to groups	1 2 3 4 5 na
6.3	Is effective in providing services to families	1 2 3 4 5 na
6.4	Is effective in macro change efforts in the community (macro change efforts include efforts to develop new services and to improve existing services)	1 2 3 4 5 na
6.5	Has the skills and tact to effectively work toward organizational changes in agencies	1 2 3 4 5 na

Comments:

<p><b>Objective #7: Applies knowledge of bio-psycho-social variables that affect individual development and behavior, and uses theoretical frameworks to understand the interactions among individuals and social systems (i.e., families, groups, organizations, and communities).</b></p>
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7.1	Effectively uses knowledge of biological variables in assessing clients	1 2 3 4 5 na
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7.2	Effectively uses knowledge of psychological variables in assessing clients	1	2	3	4	5	na
7.3	Effectively uses knowledge of sociological variables in assessing clients	1	2	3	4	5	na
7.4	Is knowledgeable about social system theory	1	2	3	4	5	na
7.5	Is effective in using the agency's assessment system	1	2	3	4	5	na
7.6	Uses and integrates information from appropriate assessment tools	1	2	3	4	5	na
7.7	Has a good knowledge of intervention theories and techniques	1	2	3	4	5	na
7.8	Demonstrates ability to establish intervention plans, and then follows through in implementing the plans	1	2	3	4	5	na

Comments:

<p><b>Objective #8: Analyzes the impact of social policies on client systems, workers, and agencies.</b></p>
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8.1	Is knowledgeable of the field placement agency and its organizational structure	1	2	3	4	5	na
8.2	Is knowledgeable of the relationship between the field placement agency and the larger human service delivery system in the community	1	2	3	4	5	na
8.3	Has the ability to see gaps in the service delivery system and has the ability to suggest appropriate plans for change	1	2	3	4	5	na
8.4	Understands the community and makes use of that understanding in working with clients	1	2	3	4	5	na
8.5	Has an understanding of how social policy issues impact clients and the field placement agency	1	2	3	4	5	na
8.6	Understands the limitations of the field placement agency in regard to						

financial and material resources and in regard to agency policy, and is  
able to work effectively within these constraints

1 2 3 4 5 na

Comments:

**Objective #9: Evaluates research studies and applies findings to practice, and, under supervision, evaluates his or her own practice interventions and those of other relevant systems.**

9.1 Has demonstrates an appreciation of the importance of research 1 2 3 4 5 na

9.2 Is interested in reading the results of research studies that are relevant  
to improving services at this field placement agency 1 2 3 4 5 na

9.3 Has the capacity to evaluate his or her own practice interventions 1 2 3 4 5 na

9.4 Has the capacity to evaluate the services provided by this field  
placement agency 1 2 3 4 5 na

9.5 Has demonstrated competence in research at this field placement 1 2 3 4 5 na

9.6 Has demonstrated competence in adhering to the documentation and  
records requirements of the agency 1 2 3 4 5 na

Comments:

**Objective #10: Uses communication skills differentially with a variety of client populations, colleagues, and members of the community.**

10.1 Is assertive 1 2 3 4 5 na

10.2 Written work communicates ideas clearly 1 2 3 4 5 na

10.3 Has written work completed on time 1 2 3 4 5 na

10.4 Has written work completed in an efficient and accurate manner 1 2 3 4 5 na

10.5 Is able to pull out the most important material/information to

	incorporate in his/her written work	1	2	3	4	5	na
10.6	Is familiar with and clearly understands the style of writing utilized within the agency (i.e., knows the language, anachronisms, abbreviations, etc.) and makes appropriate use of these in assessments and other written work	1	2	3	4	5	na
10.7	Written work reflects a clear understanding of social worker's role within the agency and service delivery system	1	2	3	4	5	na
10.8	Has good public speaking skills	1	2	3	4	5	na
10.9	Willingly contributes his or her thoughts and opinions in group meetings	1	2	3	4	5	na
10.10	Appropriately adjusts his or her choice of work in communicating with different populations (e.g., communicates well with such diverse populations as children, adolescents, and other professionals)	1	2	3	4	5	na

Comments:

<b>Objective #11: Uses supervision appropriate to generalist practice.</b>
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11.1	Is prepared for supervisory conferences	1	2	3	4	5	na
11.2	Has a positive attitude toward supervision	1	2	3	4	5	na
11.3	Is receptive to suggestions	1	2	3	4	5	na
11.4	Is open to new ideas and differing points of view	1	2	3	4	5	na
11.5	Seeks supervision when needed, and asks appropriate questions	1	2	3	4	5	na
11.6	Appropriately informs supervisor of problematic situations	1	2	3	4	5	na
11.7	Follows through effectively on work responsibilities assigned by supervisor(s)	1	2	3	4	5	na

11.8 Handles differences of opinion with supervisor(s) with tact and  
diplomacy 1 2 3 4 5 na

Comments:

<b>Objective #12: Functions well within the structure of organizations and service delivery systems, and under supervision, seeks necessary organizational change.</b>
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12.1 Good attendance and punctuality 1 2 3 4 5 na

12.2 Promptness in completing work assignments 1 2 3 4 5 na

12.3 Good in prioritizing the work that needs to be done 1 2 3 4 5 na

12.4 Dependable 1 2 3 4 5 na

12.5 Is a team player 1 2 3 4 5 na

12.6 Is a self starter 1 2 3 4 5 na

12.7 Has good professional relationships with clients 1 2 3 4 5 na

12.8 Has a commitment to continue to seek out opportunities for  
professional growth 1 2 3 4 5 na

12.9 Is aware of personal limitations 1 2 3 4 5 na

12.10 Has good time management skills 1 2 3 4 5 na

12.11 Abides by agency's policies and standards 1 2 3 4 5 na

12.12 Is professional in making suggestions for changes 1 2 3 4 5 na

Comments:



**Overall Evaluation at MIDTERM:**

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 should perhaps be encouraged to pursue another major.

Comments/elaboration:

**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 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:

Signature of Agency Field Instructor \_\_\_\_\_

Agency \_\_\_\_\_

Date \_\_\_\_\_

***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"/>
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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. The disagreement should be specific and should also relate to the items in the evaluation.