

**AURORA UNIVERSITY  
SCHOOL OF SOCIAL WORK**

**AURORA CAMPUS & GEORGE WILLIAMS CAMPUS**

<b>Rating Scale for Evaluation of Field Placement Performance</b>
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**SECTION 1: Field Instructor's Information**

**Field Instructor's Name:** \_\_\_\_\_

**Agency:** \_\_\_\_\_

**SECTION 2: Student's Information**

**Student's Name:** \_\_\_\_\_

**Type of Intern:** BSW \_\_\_\_\_ MSW-1<sup>st</sup> Year \_\_\_\_\_ MSW-2<sup>nd</sup> Year \_\_\_\_\_ Post MSW-Type 73 \_\_\_\_\_

**Campus:** Aurora \_\_\_\_\_ Lake Geneva \_\_\_\_\_

**SECTION 3: Grade Information**

**Semester:** Fall \_\_\_\_\_ Spring \_\_\_\_\_ Summer \_\_\_\_\_ **Year:** \_\_\_\_\_

**Number of Hours Accumulated:** \_\_\_\_\_ **Grade Recommendation:** Credit No-Credit

**SECTION 4: Signatures**

Field Instructor's Signature \_\_\_\_\_ Date: \_\_\_\_\_

Student's Signature \_\_\_\_\_ Date: \_\_\_\_\_

**INSTRUCTIONS FOR RATING INTERNS ON THE 12 OBJECTIVES IN THE FIRST SECTION OF THE EVALUATION:**

**MSW Students:** The standard by which an MSW Intern is to be compared is that of an entry-level MSW position.  
**BSW Students:** The standard by which a BSW 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 the Council on Social Work Education which is the national accrediting organization for schools of social work. Under each objective statement are several items that we ask that you rate according to the following criteria:

<b>1</b>	<b>The intern has excelled in this area;</b>
<b>2</b>	<b>The intern is functioning above expectations for interns in this area;</b>
<b>3</b>	<b>The intern has met the expectations for interns in this area;</b>
<b>4</b>	<b>The intern has not as yet met the expectations in this area, but it is likely that the intern will meet the expectations in the near future;</b>
<b>5</b>	<b>The intern has not met the expectations in this area, and it is not likely that the intern will meet the expectations in this area in the near future;</b>
<b>n/a</b>	<b>Not applicable, as the intern has not had the opportunity to demonstrate competence in this area.</b>

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 his or her performance.

**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:

**Objective #2: Understands the value base of the profession and its ethical standards and principles, and practices accordingly.**

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	Follows agency's and social work profession's guidelines on confidentiality	1	2	3	4	5	na
2.4	Has a value system that is consistent with the values of the social work profession	1	2	3	4	5	na

Comments:

**Objective #3: Practices without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.**

3.1	Practices without discrimination with clients who are members of the above mentioned groups	1	2	3	4	5	na
3.2	Has knowledge and skills to work well with clients who are members of the above mentioned groups	1	2	3	4	5	na
3.3	Has the capacity to communicate well with a variety of diverse groups	1	2	3	4	5	na
3.4	Treats all clients with dignity, respect, courtesy, and fairness	1	2	3	4	5	na

Comments:

**Objective #4: Understands the forms and mechanisms of oppression and discrimination and applies strategies of advocacy and social change that advance social and economic justice.**

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 have been or currently	1	2	3	4	5	na

	are subjected to discrimination						
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	Understands the impact of various environmental conditions on individuals, groups, families, and communities (such as poverty and discrimination)	1	2	3	4	5	na
4.6	Advocates effectively for meeting the needs while respecting the rights of clients	1	2	3	4	5	na

Comments:

**Objective #5: Understands and interprets the history of the social work profession and its contemporary structures and issues.**

5.1	Is knowledgeable about the agency's mission-its history, goals, and 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:

**Objective #6: Applies the knowledge and skills of generalist social work practice (or of a generalist social work perspective) with systems of all sizes.**

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 able to engage clients in productive work for the client's benefit						

6.5	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
6.6	Has the skills and tact to effectively work toward organizational changes in agencies	1	2	3	4	5	na

Comments:

**Objective #7: Uses theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities**

7.1	Effectively uses knowledge of biological variables in assessing clients	1	2	3	4	5	na
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 systems 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:

**Objective #8: Analyzes, formulates, and influences social policies.**

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, applies research findings to practice, and evaluates his or her own practice interventions.**

9.1	Has demonstrated 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 agency	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 across client populations, colleagues, and communities**

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 or 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 diverse populations such as children, adolescents, and other professionals)	1	2	3	4	5	na

Comments:

**Objective #11: Uses supervision and consultation appropriate to social work practice.**

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:

**Objective #12: Functions within the structure of the organizations and service delivery systems and seeks necessary organizational change**

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:

## **NARRATIVE EVALUATION**

Please provide a summary of the overall experience including areas of strength and areas for continuing growth. If more space is needed, please attach additional pages.

**The evaluation is completed at this point for BSW students, 1<sup>st</sup> year MSW students, and Post-MSW Type 73.**

**Only field instructors for MSW students in their 2<sup>nd</sup> year should complete the evaluation beyond the narrative evaluation.**

**Concentration Objective # 1: Applies advanced clinical social work knowledge and skills from the clinical concentration to work with diverse populations; emphasizing their inherent strengths and coping resilience.**

1.1	Has good comprehension of advanced clinical social work knowledge	1	2	3	4	5	na
1.2	Works well with clients characterized by diversity- such as age, color, culture, disability, family structure, marital status, race, ethnicity, sexual orientation, and religion	1	2	3	4	5	na

Comments:

**Concentration Objective # 2: Demonstrates their ability to advance the quality of their work and their commitment to the larger social work profession.**

2.1	Has the capacity to evaluate the degree of effectiveness of his/her practice interventions with clients	1	2	3	4	5	na
2.2	Has a commitment to advancing the social work profession	1	2	3	4	5	na

Comments:

**Concentration Objective # 3: Articulates the program's conception of advanced practice, including theories, practice skills, policy, and research principles.**

3.1	Comprehends the program's conception of advanced practice	1	2	3	4	5	na
3.2	Is skilled at policy development and research	1	2	3	4	5	na
3.3	Is skilled at advanced practice with clients	1	2	3	4	5	na

Comments:

**Concentration Objective # 4: Effectively provides clinical social work services to a variety of client populations.**

4.1	Is skilled in providing clinical social work services to a variety of populations	1	2	3	4	5	na
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Comments:

**Concentration Objective # 5: Demonstrates an advanced understanding of research designs and methods through practical application.**

5.1	Demonstrates an advanced understanding of research designs and methods through practical application	1	2	3	4	5	na
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Comments: