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| Radford UniversitySCHOOL OF SOCIAL WORKBSWFINAL EVALUATION (Field Instructor) |

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| **\_\_\_\_\_\_489 SPRING SEMESTER** | **\_\_\_\_\_489 SUMMER SEMESTER** |

**Student:** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Phone#:\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Faculty Field Liaison:** \_\_\_\_\_\_\_\_\_\_ **Field Instructor(s): \_\_\_\_\_\_\_\_\_\_**

**Name of Agency:** **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Phone #: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Fax #: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date Evaluation Completed \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

INSTRUCTIONS FOR COMPLETING EVALUATION: The areas of evaluation reflect School of Social Work goals and objectives that are used as a framework in evaluating the student in field practicum. Please rate each competency area based on the criteria listed on the scale. The total scores reflected in each area, including the overall evaluation score, are for research purposes only. The final semester grade is assigned by School of Social Work Field Liaison and is based on the Field instructor recommendation and academic performance in the seminar class.

Space is provided at the end of each Evaluation Area for your comments and should include a description of the student’s strengths and areas for improvement. Written comments are critical in that they allow the student to receive direct feedback from the Field Instructor, and should include plans for how certain objectives might be improved. For each area of evaluation, the Field Instructor should indicate the score which best represents the student’s current level of mastery.

**The Field Instructor and student must review and discuss both the self evaluation and the written evaluation prior to meeting with the field liaison**. Failure to do so prior to the meeting will result in the Field Liaison rescheduling the meeting and may result in delay of grade. The evaluation **MUST** be signed by the Field Instructor, Field Liaison, and student.

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| 1. **Unacceptable (never or rarely meets criteria)**   **1** | 1. **Needs improvement (meets criteria inconsistently)**   **2** | 1. **Satisfactory (meets criteria most of the time)**   **3** | Very good (consistently meets criteria **4** | 1. **Outstanding (consistently exceeds criteria)**  5 | **Not Applicable or no significant opportunity to apply skill** Z |

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| **Competency 1: *Demonstrate Ethical and Professional Behavior*** | Rating |
| *Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.* |  |

**Agency Instructor’s comments should include a description of the student’s strengths and areas for improvement within this section. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain.**

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| **Competency 2: *Engage Diversity and Difference in Practice*** | **Rating** |
| *Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, race, religion/spirituality, political ideology, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.* |  |

**Agency Instructor’s comments should include a description of the student’s strengths and areas for improvement within this section. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain.**

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| **Competency 3: *Advance Human Rights and Social, Economic, and Environmental Justice*** | **Rating** |
| *Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.* |  |

**Agency Instructor’s comments should include a description of the students strengths and areas for improvement. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain**.

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| **Competency 4: *Engage In Practice-informed Research and Research-informed Practice*** | **Rating** |
| *Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.* |  |

**Agency Instructor’s comments should include a description of the student’s strengths and areas for improvement within this section. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain.**

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| **Competency 5: *Engage in Policy Practice*** | **Rating** |
| *Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.* |  |

**Agency Instructor’s comments should include a description of the student’s strengths and areas for improvement within this section. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain.**

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| **Competency 6: *Engage with Individuals, Families, Groups, Organizations, and Communities*** | **Rating** |
| *Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness.**Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.* |  |

**Agency Instructor’s comments should include a description of the student’s strengths and areas for improvement within this section. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain.**

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| **Competency 7: *Assess Individuals, Families, Groups, Organizations, and Communities*** | **Rating** |
| *Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.* |  |

**Agency Instructor’s comments should include a description of the student’s strengths and areas for improvement within this section. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain.**

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| **Competency 8: *Intervene with Individuals, Families, Groups, Organizations, and Communities*** | **Rating** |
| *Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.* |  |

**Agency Instructor’s comments should include a description of the student’s strengths and areas for improvement within this section. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain.**

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| **Competency 9: *Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities*** | **Rating** |
| *Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.* |  |

**Agency Instructor’s comments should include a description of the student’s strengths and areas for improvement within this section. Please elaborate on any objectives that warrant attention. If there are any objectives that the student did not have an opportunity to practice, please explain.**

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| **FIELD INSTRUCTOR SECTION** |

Describe the method(s) and process used for evaluating student's progress, (i.e. direct observation, review of case records, audio/video-taped sessions, client or staff feedback, supervisory sessions, etc.).

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**Field Instructor Signature**

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**Task Supervisor Signature (If applicable)**

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| FACULTY FIELD LIAISON SECTION |

State reasons for supporting/ not supporting Field Instructor’s recommendation.

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Faculty Field Liaison Signature

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| STUDENT SECTION |

I, \_\_\_\_\_\_(agree) \_\_\_\_\_\_(disagree) with the evaluation. Use space below for additional comments.

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Please return original to your Faculty Field Liaison in the Field Documents Folder. Liaisons, please submit Field Documents Folder to the Field Coordinator to be filed in student's field folder. **Students should retain a copy for their files.**