

# SOW4510 BSW Final Agency Evaluation Spring 2013

THIS EVALUATION MUST BE PRINTED BEFORE SUBMISSION.  
YOU MUST COMPLETE IT IN ONE SITTING - YOU CANNOT SAVE YOUR WORK.  
PLEASE USE INTERNET EXPLORER (Latest Version) TO COMPLETE THIS FORM.

1. In Internet Explorer, click on "Print Preview"
2. Click the "Page Setup" icon on the top left
3. Make sure "Print Background Color and Images" is checked
4. Click the "Print" icon to print it out. It also prints it in a more professional format this way
5. If you are unable to print the survey with the questions checked you will need to print a blank survey and complete it by hand.

## 1. Semester

☐ Fall ☐ Spring ☐ Summer

## 2. Year

## 3. Name of Student

## 4. Name of Agency

Instructions for Rating Interns on the 10 Competencies 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 10 competencies that are specified in this evaluation form are those established by our national accrediting organization (the Council of Social Work Education). Under each competency statement are several items that we ask that you rate according to the following criteria.

5 = The intern has excelled in this area.

4 = The intern is functioning above expectations for interns in this area

3 = The intern has met the expectation for interns in this area

2 = The intern has not as yet met the expectation in this area, but there is hope that the intern will meet the expectations in the near future

1 = The intern has not met the expectation in this area, there is not much hope that the intern will meet the expectations in this area in the near future

n/a = Not applicable, as the intern has not yet had the opportunity to demonstrate competence in this area

Comments may be made under any competency statement if desired. Please be sure to indicate those areas in which you think the intern is particularly strong and those areas in which the student needs improvement.

This evaluation is intended to give the intern feedback about his or her performance. Please rate the student on any given item as it is appropriate to your field setting. The field instructor's rating of these items will not directly be used to calculate the grade given to the intern. The field seminar instructor has responsibility of assigning the grade for field instruction. The grade that is assigned will be based on: the faculty liaison's overall evaluation of the student's performance in the field placement, the field instructor's midterm and final evaluation, the student's performance in the field seminar class and other field assignments.

An overall mean score below 3 is indicative that the student is not demonstrating competency at the expected level of a beginning practitioner.

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## 5. Competency #1 : Intern identifies as a professional social worker and conducts himself/herself accordingly.

	5	4	3	2	1	n/a
1.1 Advocates for client access to the services of social work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.2 Practices personal reflection & self-correction to assure continual professional development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.3 Attends to professional roles & boundaries	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.4 Demonstrates professional demeanor in behavior.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.5 Demonstrates professional demeanor in appearance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.6 Demonstrates professional demeanor in communication.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.7 Values a commitment to career-long learning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
1.8 Uses supervision & consultation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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## 6. Competency #2 : Intern applies social work ethical principles to guide his or her professional practice.

	5	4	3	2	1	n/a
2.1 Employs the ethical standards of the profession.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.2 Demonstrates understanding of the laws relevant to social work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.3 Abides by the laws relevant to social work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.4 Utilizes professional values as a guide to practice (therefore managing personal values).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.5 Tolerates ambiguity in resolving ethical conflicts.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2.6 Applies strategies of ethical reasoning to arrive at principled decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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## 7. Competency #3 : Intern applies critical thinking to inform and communicate professional judgments.

	5	4	3	2	1	n/a
3.1 Synthesizes multiple sources of knowledge including practice knowledge & wisdom with research-based knowledge.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.2 Analyzes different models of assessment, prevention, intervention, & evaluation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.3 Demonstrates effective oral communication in working with individuals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.4 Demonstrates effective oral communication in working with families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.5 Demonstrates effective oral communication in working with groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.6 Demonstrates effective oral communication in working with organizations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.7 Demonstrates effective oral communication in working with communities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.8 Demonstrates effective written communication in working with individuals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.9 Demonstrates effective written communication in working with families.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.10 Demonstrates effective written communication in working with groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.11 Demonstrates effective written communication in working with organizations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.12 Demonstrates effective oral communication with colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3.13 Demonstrates effective written communication in working with colleagues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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## 8. Competency #4 : Intern engages diversity and difference in practice.

	5	4	3	2	1	n/a
4.1 Treats clients with dignity & respect.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.2 Demonstrates respect for clients who differ by such factors as age, class, color, culture, disability, ethnicity, gender identity and expression, immigration status, political ideology, race, religion, sex & sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.3 Practices in a way that demonstrates recognition of the extent to which a culture's structures & values may oppress, marginalize, alienate, or create or enhance privilege & power.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.4 Articulates sufficient self-awareness to eliminate the influence of personal biases & values in working with diverse groups of people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.5 Articulates his or her understanding of the importance of difference in shaping life experiences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4.6 Views him or herself as a learner & engages those with whom s/he works as informants.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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## 9. Competency #5 : Intern advances human rights and social and economic justice.

	5	4	3	2	1	n/a
5.1 Identifies forms & mechanisms of oppression and discrimination	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.2 Recognizes the global interconnectedness of oppression.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.3 Advocates for human rights & social and economic justice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.4 Engages in practices that advance social and economic justice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

## 10. Competency #6 : Intern engages in research-informed practice and practice-informed research.

	5	4	3	2	1	n/a
6.1 Applies practice experience to inform scientific inquiry (i.e., research &/or assessment).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.2 Demonstrates skill in using research findings to improve practice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.3 Employs evidence-based interventions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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## 11. Competency #7 : Intern applies knowledge of human behavior and the social environment.

	5	4	3	2	1	n/a
7.1 Utilizes conceptual frameworks about human behavior across the life course to guide assessment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7.2 Utilizes conceptual frameworks about human behavior across the life course to guide interventions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7.3 Utilizes conceptual frameworks about human behavior across the life course to guide evaluation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7.4 Synthesizes knowledge to understand the transaction between the person-and-environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

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

	5	4	3	2	1	n/a
8.1 Analyzes policies that advance social well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.2 Formulates policies that advance social well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.3 Advocates for policies that advance social well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.4 Collaborates with colleagues for effective policy action.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8.5 Collaborates with clients/consumers for effective policy action.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments

## 13. Competency #9 : Intern responds to contexts that shape practice.

	5	4	3	2	1	n/a
9.1 Is skilled at discovering, appraising, and attending to changing locales, populations, scientific & technological developments, & emerging societal trends in order to provide relevant services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9.2 Provides leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



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## 14. Competency #10 : Intern engages, assesses, intervenes and evaluates with individuals, families, groups, organizations, and communities.

	5	4	3	2	1	n/a
10.1 Effectively prepares for action with clients/consumers (including those who are individuals, families, groups, organizations, or communities.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.2 Effectively utilizes empathy and other interpersonal skills with clients/consumers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.3 Develops a mutually agreed-upon focus of work and desired outcomes with clients/consumers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.4 Demonstrates ability to collect, organize, and interpret client/consumer data.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.5 Assesses client/consumer strengths and limitations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.6 Develops mutually agreed-upon intervention goals and objectives with clients/consumers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.7 Selects appropriate intervention strategies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.8 Implements prevention interventions that enhance client/consumer capacities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.9 Assists clients/consumers in resolving problems.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.10 Negotiates, as appropriate, with clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.11 Mediates, as appropriate, with (and on behalf of) clients/consumers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.12 Advocates, as appropriate, with (and on behalf of) clients/consumers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10.13 Facilitates transitions, as appropriate, with (and on	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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behalf of)  
clients/consumers.

10.14 Facilitates ending, as  
appropriate, with (and on  
behalf of)  
clients/consumers.

☐☐☐☐☐☐

Comments

## 15. Overall Evaluation at Final

**Please check one of the following at the final evaluation.**

- ☐ 4 - This intern is excelling in field placement by performing above expectations for interns.
- ☐ 3 - This intern is meeting the expectations of a field placement intern.
- ☐ 2- 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.
- ☐ 1- This intern is functioning below the expectations of a field placement intern. There is considerable concern that this intern may have serious deficiencies in demonstrating required social work competencies.

Comments/elaboration:

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### 16. The following section should be completed by the intern:

**My agency field instructor has discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:**

- ☐ I agree with the evaluation
- ☐ I do not agree with the evaluation

If the intern disagrees with the evaluation he/she should state that disagreement in writing. A meeting between the student, agency field instructor, and faculty liaison will be held to discuss any major disagreements.

Intern's Name \_\_\_\_\_ Date \_\_\_\_\_

Intern's Signature \_\_\_\_\_ Date \_\_\_\_\_

### 17. Name of Agency Field Instructor

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

IMPORTANT: This survey must be printed before submitting. See top of survey for instructions to print.

Adapted from: Petracchi, H.E. & Zastrow, C (2010). Suggestions for utilizing 2008 EPAS in CSWE-accredited social work baccalaureate and masters curriculum: Reflections from the field, part one - the explicit curriculum, Journal of Teaching in Social Work, 30 (2).