

**Nazareth College Social Work Program  
Generalist Field Practicum Evaluation of Student ver. 2019-2020**

Fall Semester

Spring Semester

# of Field Hours: \_\_\_\_\_

Student Name: \_\_\_\_\_

Field Instructor Name: \_\_\_\_\_

Agency Name: \_\_\_\_\_

*This field practicum evaluation provides an outcome performance approach in assessing students' generalist level knowledge, values and skills. In this evaluation, there are nine core competencies. Each competency describes the knowledge, values, skills, and cognitive and affective processes that comprise the competency at the generalist level of practice, followed by a set of behaviors that integrate these components. These behaviors represent observable components of the competencies, while the preceding statements represent the underlying content and processes that inform the behaviors. Students must be rated on the overall competency (knowledge, values, skills, cognitive/affective processes, and associated behaviors) [2015 CSWE Educational Policy and Accreditation Standards](#)*

**Rating Scale**

<b>5</b>	<b>Excellent</b> Able to skillfully demonstrate knowledge, values, skills, as well as cognitive and affective processes. Observable behaviors are performed in a highly capable manner, and the student demonstrates high levels of understanding and proficiency.
<b>4</b>	<b>Above Average</b> Consistently demonstrates knowledge, values, skills, as well as cognitive and affective processes. Observable behaviors are performed in a capable manner, and the student demonstrates high levels of understanding and proficiency.
<b>3</b>	<b>Satisfactory</b> Consistently demonstrates professional growth and application of knowledge, values, skills, as well as cognitive and affective processes required for beginning generalist level practice. Observable behaviors are appropriate and the student demonstrates satisfactory level of understanding and proficiency.
<b>2</b>	<b>Insufficient Progress</b> Inconsistently demonstrates knowledge, values, skills, as well as cognitive and affective processes. Student has difficulty demonstrating observable behaviors in a consistent manner and does not demonstrate an adequate level of understanding or proficiency. Corrective action and additional training are required.
<b>1</b>	<b>Unacceptable Progress</b> Unable to demonstrate awareness, knowledge, values, skills, and/or cognitive and affective processes. Observable behaviors do not demonstrate a fundamental level of understanding and proficiency.
<b>N/O</b>	<b>No Opportunity</b> to develop this competency in practice and/or assess during this semester. This rating is only allowed in fall semester (or midterm if block placement) and a plan must be developed to assess the competency for the final evaluation).

**Competency 1–Demonstrate Ethical and Professional Behavior**

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 interprofessional 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. Social workers:

- make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- use technology ethically and appropriately to facilitate practice outcomes

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- use supervision and consultation to guide professional judgment and behavior.

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 5)</b>	<b>Competence 1 =</b>
<u>Comments:</u>	

## Competency 2- Engage Diversity and Difference in Practice

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, political ideology, race, religion/spirituality, 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. Social workers:

- apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- present themselves as learners and engage clients and constituencies as experts of their own experiences; and

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 3)</b>	<b>Competence 2 =</b>
<u>Comments:</u>	

## Competency 3 –Advance Human Rights and Social, Economic, and Environmental Justice

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. Social workers:

- apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- engage in practices that advance social, economic, and environmental justice.

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 2)</b>	<b>Competence 3 =</b>
<u>Comments:</u>	

**Competency 4- Engage in Practice-informed Research and Research-informed Practice**

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 multidisciplinary sources and multiple ways of knowing. They also understand the processes of translating research findings into effective practice. Social workers:

- use practice experience and theory to inform scientific inquiry and research;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- use and translate research evidence to inform and improve practice, policy, and service delivery.

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 3)</b>	<b>Competence 4 =</b>
<u>Comments:</u>	

### Competency 5- Engage in Policy Practice

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. Social workers:

- Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- assess how social welfare and economic policies impact the delivery of and access to social services;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 3)</b>	<b>Competence 5 =</b>
<u>Comments:</u>	

### Competency 6- Engage with Individuals, Families, Groups, Organizations and Communities

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 interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social workers:

- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 2)</b>	<b>Competence 6 =</b>
<u>Comments:</u>	

### **Competency 7- Assess Individuals, Families, Groups, Organizations and Communities**

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 interprofessional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making. Social workers:

- collect and organize data, and apply critical thinking to interpret information from clients and constituencies;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 4)</b>	<b>Competence 7 =</b>
<u>Comments:</u>	

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

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 interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration. Social workers:

- critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and facilitate effective transitions and endings that advance mutually agreed-on goals.

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 4)</b>	<b>Competence 8 =</b>
<u>Comments:</u>	

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**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

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. Social workers:

- select and use appropriate methods for evaluation of outcomes;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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- critically analyze, monitor, and evaluate intervention and program processes and outcomes; and apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels

Rating:	<input type="checkbox"/> 5: Excellent	<input type="checkbox"/> 4: Above Average	<input type="checkbox"/> 3: Satisfactory	<input type="checkbox"/> 2: Insufficient Progress	<input type="checkbox"/> 1: Unacceptable Progress	<input type="checkbox"/> N/O: No Opportunity
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<b>Summary (add sum and divide by 3)</b>	<b>Competence 9 =</b>
<u>Comments:</u>	

Summary of Scores (worksheet)*				<b>Unsatisfactory</b>  <b>Fall Semester:</b> Sum of Scores is 2.9 or lower.  <b>Spring Semester:</b> Any competency scored below 2.9	<b>Satisfactory</b>  <b>Fall Semester:</b> Sum of scores is 3.0 or higher.  <b>Spring Semester</b> Each Competency must be scored 3.0 or higher.
Competency 1		Competency 6			
Competency 2		Competency 7			
Competency 3		Competency 8			
Competency 4		Competency 9			
Competency 5		<i>Sum of scores divided by 9*</i>			



**\*For the fall semester evaluation ONLY:** If the summary score is lower than a 3.0, **the student may be asked to have an academic field review.** If the summary score is greater than 3.0 but one or more of the competencies was scored below a 3.0, a remedial plan **MUST** be developed for each of those competencies.

**Field Instructor Section:**

**Please describe the student's strengths and areas of accomplishment:**

*(Please attach additional sheets as needed)*

**Please indicate areas requiring further development and improvement:**

*(Please attach additional sheets as needed)*

**Student Section:**

<b>I am in agreement with this evaluation. (circle Yes or No)</b>	<b>Yes</b>	<b>No</b>
<b>Student Comments:</b> <i>(Please attach additional sheets as needed)</i>		

**Signature of Agency Field Instructor:** \_\_\_\_\_

Date \_\_\_\_\_

**Signature of Student:** \_\_\_\_\_

Date \_\_\_\_\_

**Signature of Faculty Liaison:** \_\_\_\_\_

Date \_\_\_\_\_