

Department of Social Work
Florida Gulf Coast University
Fort Myers, Florida 33965

**MSW FOUNDATION YEAR
FIELD EVALUATION**

Student Name: _____

Field Instructor: _____

Task Instructor: _____

Faculty Liaison: _____

To the Field Instructor:

You are being asked to evaluate the competency of the student who has been under your supervision for the _____ semester of the MSW program at FGCU. Upon completion of this evaluation, please share it with the student and discuss the areas of success and the areas that may need improvement. Students receive a satisfactory/unsatisfactory grade for each semester of field education. This evaluation is a major portion of that grade. The student is responsible for submitting this form to the Field Education Coordinator no later than the last day of classes in each semester.

If the student does not meet expectations on any item, please discuss alternative tasks, activities, or strategies for spring semester to give the student an opportunity to demonstrate competence. This is for areas in which the student did not demonstrate expected competent behavior. There will be areas which are not measured until spring semester.

The faculty liaison for this student is available to discuss any alterations or additions with you to enhance the student's opportunities for success.

Thank you for your service to this student and The Department of Social Work at Florida Gulf Coast University.

Professor Nicole Navega, MSW, LCSW
Field Education Coordinator
nnavega@fgcu.edu

239-590-7841
FAX: 239-590-7758

Brief Summary of Student's Performance:

1. Describe the student's assignments with regard to client populations and service delivery that characterize the student's field experience.
2. Describe the supervisory tools use to document and evaluate the student's performance and demonstration of competence.
3. Briefly describe the student's performance.
4. Describe the student's learning style.
5. Describe the student's strengths as generalist social work practitioner.
6. Review the Learning Contract and identify any learning activities, tasks, or strategies that should be added or modified for spring semester.

Please check the number which best describes the student's first semester competency in each area. When selecting a number, think of them in the following terms:

- 1 Does not demonstrate competency: Student is unable to perform minimal tasks and does not demonstrate competency in an understanding of the theoretical basis for this practice behaviors.
- 2 Marginal demonstration of competency: Student requires intensive redirection and demonstrates difficulty in achieving required competency for this practice behavior.
- 3 Average demonstration of competency: Student demonstrates an average level of knowledge and ability to meet the basic expectations for competency for this practice behavior.
- 4 Above average demonstration of competency: Student demonstrates an above average level of knowledge and ability to meet the basic expectations for competency for this practice behavior.
- 5 Exceptional demonstration of competency: Student demonstrates an exceptional level of knowledge and ability beyond the basic expectations for competency for this practice behavior.

I. Identify as a professional social worker and conduct oneself accordingly.

Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.

Demonstration of Practice Behaviors	Rating
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1 2 3 4 5

- A. Readily identify as social work professionals.
- B. Demonstrate professional use of self with client(s).
- C. Understand and identify professional strengths, limitations, and challenges.
- D. Develop, manage, and maintain therapeutic relationships with clients within the person-in-environment and strengths perspectives.

Comments:

II. Apply social work ethical principles to guide professional practice.

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision making.

Demonstration of Practice Behaviors	Rating
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- | | |
|--|-----------|
| A. Apply ethical decision making skills to issues specific to clinical social work. | 1 2 3 4 5 |
| B. Employ strategies of ethical reasoning to address the use of technology in clinical practice and its impact on client rights. | |
| C. Identify and use knowledge of relationship dynamics, including power differentials. | |
| D. Recognize and manage personal biases as they affect the therapeutic relationship in the service of the clients' well-being. | |

Comments:

III. Apply critical thinking to inform and communicate professional judgments.

Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.

Demonstration of Practice Behaviors	Rating
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- | | |
|--|-----------|
| A. Engage in reflective practice. | 1 2 3 4 5 |
| B. Identify and articulate clients' strengths and vulnerabilities. | |
| C. Evaluate, select, and implement appropriate multidimensional assessment, diagnostic, intervention, and practice evaluation tools. | |
| D. Evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them to client behaviors. | |
| E. Communicate professional judgments to other social workers and to professionals from other disciplines, in both verbal and written formats. | |

Comments:

IV. Engage diversity and difference in practice.

Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate 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.

Demonstration of Practice Behaviors	Rating
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1 2 3 4 5

- A. Research and apply knowledge of diverse populations to enhance client well-being.
- B. Work effectively with diverse populations.
- C. Identify and use practitioner/client differences from a strengths perspective.

Comments:

V. Advance human rights and social and economic justice.

Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions and society to ensure that these basic human rights are distributed equitably and without prejudice.

Demonstration of Practice Behaviors	Rating
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- | | |
|--|------------------|
| <p>A. Use knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide treatment planning and intervention.</p> <p>B. Advocate at multiple levels for mental health parity and reduction of health disparities for diverse populations.</p> | <p>1 2 3 4 5</p> |
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Comments:

VI. Engage in research informed practice and practice informed research.

Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.

Demonstration of Practice Behaviors	Rating
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|--|------------------|
| <p>A. Use evidence-based practice process in clinical assessment and intervention with clients.</p> <p>B. Participate in the generation of new clinical knowledge, through research.</p> <p>C. Use research methodology to evaluation clinical practice effectiveness and/or outcomes.</p> | <p>1 2 3 4 5</p> |
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Comments:

VII. Apply knowledge of human behavior and the social environment.

Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social works apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual developments.

Demonstration of Practice Behaviors	Rating
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- | | | | | | |
|---|---|---|---|---|---|
| A. Synthesize and differentially apply theories of human behavior and the social environment to guide clinical practice. | 1 | 2 | 3 | 4 | 5 |
| B. Use bio-psycho-social-spiritual theories and multiaxial diagnostic classification systems in formulation of comprehensive assessments. | | | | | |
| C. Consult with medical professionals, as needed, to confirm diagnosis and /or to monitor medication in the treatment process. | | | | | |

Comments:

VIII. Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know 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.

Demonstration of Practice Behaviors	Rating
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- | | | | | | |
|---|---|---|---|---|---|
| A. Communicate to stakeholders the implications of policies and policy change in the lives of clients. | 1 | 2 | 3 | 4 | 5 |
| B. Use evidence-based practice and practice-based evidence in advocacy for policies that advance social and economic wellbeing. | | | | | |
| C. Advocate with and inform administrators and legislators to influence policies that affect clients and service. | | | | | |

Comments:

IX. Respond to contexts that shape practice.

Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.

Demonstration of Practice Behaviors	Rating
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- | | |
|--|-------------------|
| A. Asses the quality of clients’ interactions within their social contexts. | 1 2 3 4 5 |
| B. Develop intervention plans to accomplish systemic change. | |
| C. Work collaboratively with others to effect systematic change that is sustainable. | |

Comments:

X. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.

Engagement

Demonstration of Practice Behaviors	Rating
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|---|-------------------|
| A. Develop a culturally responsive therapeutic relationship. | 1 2 3 4 5 |
| B. Attend to the interpersonal dynamics and contextual factors that both strengthen and potentially threaten the therapeutic alliance. | |
| C. Establish a relationally based process that encourages clients to be equal participants in the establishment of treatment goals and expected outcomes. | |

Assessment

Demonstration of Practice Behaviors	Rating
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- | | | | | | |
|---|---|---|---|---|---|
| A. Use multidimensional bio-psycho-social-spiritual assessment tools. | 1 | 2 | 3 | 4 | 5 |
| B. Assess clients' readiness for change. | | | | | |
| C. Assess clients' coping strategies to reinforce and improve adaptation to life situations, circumstances, and events. | | | | | |
| D. Select and modify appropriate intervention strategies based on continuous clinical assessment. | | | | | |
| E. Use differential and multiaxial diagnoses. | | | | | |

Intervention

Demonstration of Practice Behaviors	Rating
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- | | | | | | |
|--|---|---|---|---|---|
| A. Critically evaluate, select, and apply best practices and evidence-based interventions. | 1 | 2 | 3 | 4 | 5 |
| B. Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed. | | | | | |
| C. Collaborate with other professionals to coordinate treatment interventions. | | | | | |

Evaluation

Demonstration of Practice Behaviors	Rating
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|--|---|---|---|---|---|
| A. Contribute to the theoretical knowledge base of the social work profession through practice-based research. | 1 | 2 | 3 | 4 | 5 |
| B. Use clinical evaluation of the process and /or outcomes to develop best practice interventions for a range of bio-psycho-social-spiritual conditions. | | | | | |

Comments:

Overall Performance

Satisfactory: _____

Unsatisfactory: _____

Comments:

Date evaluation shared and discussed with student: _____

Field Instructor Initials: _____

Student Initials: _____

Signature indicates evaluation received; not necessarily agreement with outcome.

Signatures: _____	_____
Field Instructor	Date
_____	_____
Task Supervisor	Date
_____	_____
Student	Date
_____	_____
Faculty Liaison	Date