



**Department of Social Work and Human Services
MSW PROGRAM**

Field Supervisor End of Semester Evaluation of Student: FOUNDATION

Student Name _____

Field Supervisor _____

Task Supervisor (if applicable) _____

Agency _____

Semester _____ Academic Year _____

Instructions for Field Supervisor

The Council on Social Work Education (CSWE) identified 9 Practice Competencies for all MSW graduates of accredited schools of Social Work. The **9** competencies and **32** practice behaviors are listed in the table below. For each competency, there is a list of practice behaviors that demonstrate mastery of the broader competency. Please rate the student's ability to perform each of the practice behaviors using the following scale. Indicate your response by circling only one number to the right of each practice behavior.

At the end-of-semester, please evaluate the student's level of competency demonstrated. You will also meet with the student to discuss and provide feedback as needed. Field/Task supervisors will complete evaluation ratings for the student at the end of semester evaluation at the fall and spring semesters or when placement ends. Each competency should be rated holistically, with attention to the quality completion of activities articulated. End-of-semester ratings are intended as a method of structuring feedback and focusing attention on challenging aspects of field; "performance needs improvement" ratings during the end-of-semester assessment may result in a negative grade outcome for the student. A rating of "3" is equivalent to adequate competence for a ***beginning MSW practitioner***. In addition, for any score of "2" or below please explain and identify the plan of action for improvement.

| N/A | 1 Performance Unacceptable | 2 Performance Needs Improvement | 3 Satisfactorily Competent | 4 Competent | 5 Exceeded Competence |
|--|---|--|--|--|--|
| Student did not have the opportunity to implement assignment and will address in the next semester, or the activity was completed in the prior semester. | Student consistently failed to engage in the learning process thus resulting in unacceptable performance. | Student occasionally demonstrated expected competency and performance needs improvement. | Student satisfactorily met competency at the MSW Advanced level. | Student consistently demonstrated expected competency at the MSW Advanced level. | Student exceeded expected competency of an MSW Advanced student at this phase of professional formation. |



**Department of Social Work and Human Services
MSW PROGRAM**

Competency 1 – Demonstrate ethical and professional behavior

| | | | | | | | |
|----------|--|---|---|---|---|---|----|
| 1 | Make ethical decisions by applying 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. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Use self-reflection and self-regulation to manage personal values and maintain professionalism in practice situations. | 1 | 2 | 3 | 4 | 5 | NA |
| 3 | Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication. | 1 | 2 | 3 | 4 | 5 | NA |
| 4 | Use technology ethically and appropriately to facilitate practice outcomes. | 1 | 2 | 3 | 4 | 5 | NA |
| 5 | Use supervision and consultation to guide professional judgment and behavior. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor’s Comments:

Competency 2 – Engage diversity and difference in practice

| | | | | | | | |
|----------|---|---|---|---|---|---|----|
| 1 | Apply and communicate understanding of the importance of diversity and difference shaping life experiences in practice at the micro, mezzo, and macro levels. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Present themselves as learners and engage client and constituencies as experts of their own experiences. | 1 | 2 | 3 | 4 | 5 | NA |
| 3 | Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse client and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor’s Comments:



**Department of Social Work and Human Services
MSW PROGRAM**

Competency 3 – Advance human rights and social, economic, and environmental justice.

| | | | | | | | |
|----------|---|---|---|---|---|---|----|
| 1 | Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Engage in practices that advance social, economic, and environmental justice. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor’s Comments:

Competency 4 – Engage in practice-informed research and research-informed practice.

| | | | | | | | |
|----------|---|---|---|---|---|---|----|
| 1 | Use practice experience and theory to inform scientific research. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. | 1 | 2 | 3 | 4 | 5 | NA |
| 3 | Use and translate research evidence to inform and improve practice, policy, and service delivery. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor’s Comments:



**Department of Social Work and Human Services
MSW PROGRAM**

Competency 5 – Engage in policy practice.

| | | | | | | | |
|----------|---|---|---|---|---|---|----|
| 1 | Identify social policy and the local, state, and federal level that impacts well-being, service delivery, and access to social services. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Assess how social welfare and economic policies impact the delivery of and access to social services. | 1 | 2 | 3 | 4 | 5 | NA |
| 3 | Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor’s Comments:

Competency 6 – Engage with individuals, families, groups, organizations, and communities.

| | | | | | | | |
|----------|---|---|---|---|---|---|----|
| 1 | Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks to engage with clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Use empathy, reflection, and interpersonal skills to engage diverse clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor’s Comments:



**Department of Social Work and Human Services
MSW PROGRAM**

Competency 7 – Assess individuals, families, groups, organizations, and communities.

| | | | | | | | |
|----------|--|---|---|---|---|---|----|
| 1 | Collect and organize data, and apply critical thinking to interpret information from clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |
| 3 | Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |
| 4 | Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor’s Comments:

Competency 8 – Intervene with individuals, families, groups, organizations, and communities.

| | | | | | | | |
|----------|--|---|---|---|---|---|----|
| 1 | Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary frameworks in interventions with clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |
| 3 | Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes. | 1 | 2 | 3 | 4 | 5 | NA |
| 4 | Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies. | 1 | 2 | 3 | 4 | 5 | NA |
| 5 | Facilitate effective transitions and endings that advance mutually agreed-on goals. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor’s Comments:



**Department of Social Work and Human Services
MSW PROGRAM**

Competency 9 – Evaluate practice with individuals, families, groups, organizations, and communities.

| | | | | | | | |
|----------|---|---|---|---|---|---|----|
| 1 | Select and use appropriate methods of evaluation of outcomes. | 1 | 2 | 3 | 4 | 5 | NA |
| 2 | Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks in the evaluation of outcomes. | 1 | 2 | 3 | 4 | 5 | NA |
| 4 | Critically analyze, monitor, and evaluate intervention and program processes and outcomes. | 1 | 2 | 3 | 4 | 5 | NA |
| 5 | Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. | 1 | 2 | 3 | 4 | 5 | NA |

Field/Task Supervisor's Comments:

Recommended grade from the Field Supervisor (Please note Final Grades are determined by the Field Faculty):

_____ **A** _____ **B** _____ **C** _____ **Not Passing**

_____ **Date** _____
Student Signature

_____ **Date** _____
Field Supervisor Signature

_____ **Date** _____
Task Supervisor Signature (if applicable)

_____ **Date** _____
Field Faculty Signature



**Department of Social Work and Human Services
MSW PROGRAM**