

STATE UNIVERSITY OF NEW YORK AT FREDONIA
SOCIAL WORK DEPARTMENT
Mid-Year Evaluation - Agency
_____ Academic Year

Student: _____

Field Instructor: _____

Organization: _____

Have you held a meeting to discuss Mid-Year Evaluations with this Student? **Yes** **No**

If No, when will you review the evaluation with the student? _____

Part 1 Directions: Please indicate if the student does the following while in placement?

Student Responsibilities:	Yes	No
Keeps a consistent schedule.		
Is punctual.		
Calls into inform you when ill or running late.		
Dresses appropriately according to agency standards.		
Takes ownership of his/her learning by taking the initiative to seek practicum opportunities.		
Behaves in a professional manner (in the agency and in the community) and acts responsibly.		
Uses appropriate behavior with others.		
Engages in generalist social work practice learned in the curriculum.		
Asks questions.		
Is prepared.		
Takes initiative and leadership in supervision by identifying and bringing learning development needs, issues, strengths and growth areas to meetings.		
Learns and follows all Field Agency policies and procedures.		
Accepts and follows the NASW Code of Ethics, especially agency and client confidentiality.		
Tries new ways of thinking, behaving, learning, practicing (takes risks associated with professional growth).		
Remembers that he/she is a guest at the agency and that the Field Instructor is a professional who volunteers to educate him/her.		
Operates acceptably within the norms of the social work profession.		

Comments: _____

Part 2 Directions: Please indicate with an (X) how the student is progressing in the following core competency areas. Please feel free to add additional comments at the end of each competency. **If the student is only demonstrating the competency occasionally, or has never demonstrated the behavior, please use the comment section to detail a plan of how you and the student will work towards improving and successfully demonstrating the competency.**

COMP 1: Demonstrate Ethical and Professional Behavior.

Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, antiracist, and anti-oppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context;				
2. demonstrate professional behavior; appearance; and oral, written, and electronic communication;				
3. use technology ethically and appropriately to facilitate practice outcomes; and				

4. use supervision and consultation to guide professional judgment and behavior				
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Comments:

COMP 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. advocate for human rights at the individual, family, group, organizational, and community system levels; and				
2. engage in practices that advance human rights to promote social, racial, economic, and environmental justice.				

Comments:

COMP 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice

Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research. Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion. The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand the societal and historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination. Social workers understand cultural humility and recognize the extent to which a culture's structures and values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and				
2. demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.				

Comments:

COMP 4: Engage In Practice-informed Research and Research-informed Practice

Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. apply research findings to inform and improve practice, policy, and programs; and				
2. identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.				

Comments:

COMP 5: Engage in Policy Practice

Social workers identify social policy at the local, state, federal, and global level that affects wellbeing, human rights and justice, service delivery, and access to social services. Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights-based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services; and				
2. apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.				

Comments:

COMP 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 inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and				
2. use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.				

Comments:

COMP 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. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies, including individuals, families, groups, organizations, and communities. Assessment involves a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies; and				
2. demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.				

Comments:

COMP 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. Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and				
2. incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies				

Comments:

COMP 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 evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

Competency Behavior	Does Not Know Or Demonstrate Behavior	Knows The Behavior But Does not Demonstrate	Demonstrates Behavior Occasionally	Demonstrates Behavior Consistently
1. select and use culturally responsive methods for evaluation of outcomes; and				
2. critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.				

Comments:

Part 3: Additional Comments:

Field Instructor Signature:	_____	Date:	_____
Task Supervisor Signature:	_____	Date:	_____
(if applicable)			
Student Signature:	_____	Date:	_____
Field Liaison Signature:	_____	Date:	_____