

**STATE UNIVERSITY OF NEW YORK AT FREDONIA**  
**SOCIAL WORK PROGRAM**  
**Year End Evaluation**  
\_\_\_\_\_ **Academic Year**

**Student:** \_\_\_\_\_

**Field Instructor:** \_\_\_\_\_

**Task Supervisor (if applicable):** \_\_\_\_\_

**Organization:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Directions:** Please assess the level of competence your student demonstrates in each of the practice areas listed below. For each section of competency, please tell us your evaluation by placing an (X) or a checkmark in one of the appropriate columns:

Please use the following scale for your ratings:

1	The intern has not met the expectations in this area, and I do not anticipate that the intern will meet the expectations in this area in the near future.
2	The intern has not as of yet met the expectations in this area, but I anticipate that the intern will meet the expectations in the near future.
3	The intern has met expectations in this area.
4	The intern is functioning above expectations in this area.
5	The intern has excelled in this area.

Since this evaluation will be used to compute the student's final grade for their practicum course, it is important to get an accurate and thorough assessment. So, if more than one person supervised the student during the academic year, please consult all parties before completing this form.

After you have completed the form, please review your final evaluation with the student, so they will know where they have grown over the academic year and where they have opportunities for growth.

**Should you have questions, please consult your Field Liaison. Please return this form via email to the Field Liaison or deliver to W383 Thompson Hall, State University of New York Fredonia, Fredonia, New York, 14063 no later than the first Friday in May by 3:00 pm.**

Thank you for serving as a Field Instructor.

## Part 1: Competencies

### 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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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					

Comments:

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**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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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: \_\_\_\_\_

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### 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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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:

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**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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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: \_\_\_\_\_

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**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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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: \_\_\_\_\_

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**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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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: \_\_\_\_\_

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**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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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: \_\_\_\_\_

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**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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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: \_\_\_\_\_

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**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 Behaviors	Competency Not Met		Competency Met		Competency Exceeded
	1	2	3	4	5
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 2: Summary Assessment**

Please rate the following statements by placing an 'X' or a checkmark in the box that best represents your assessment of your Field Student's mastery of the listed competency.

	Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree
	1	2	3	4	5
1. This field student demonstrates ethical and professional behavior.					
2. This field student advances human rights and social, racial, economic, and environmental justice.					
3. This field student engages anti-racism, diversity, equity, and inclusion (ADEI) in practice.					
4. This field student engages in practice-informed research and research informed practice.					
5. This field student engages in policy practice.					
6. This field student engages with individuals, families, groups, organizations, and communities.					
7. This field student assesses individuals, families, groups, organizations, and communities.					
8. This field student field student intervenes with individuals, families, groups, organizations, and communities.					
9. This field student evaluates practice with individuals, families, groups, organizations, and communities.					

**Comments:** \_\_\_\_\_

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[illegible]

**Task Supervisor:** \_\_\_\_\_ **Date:** \_\_\_\_\_  
(if applicable)

**Faculty Liaison:**\_\_\_\_\_ **Date:**\_\_\_\_\_