

**Rating Scale for Evaluation of Field Placement Performance [EPAS 2015]**

Midterm [formative]

Final [summative]

Name of Intern \_\_\_\_\_ Date \_\_\_\_\_

***Instructions for Rating Interns on the Nine Competencies in the First Part of the Evaluation:***

The standard by which an intern is to be compared is that of a new beginning-level social worker. The nine competencies that are specified in this evaluation form are those established by our national accrediting organization (the Council on Social Work Education). Under each competency statement are several items that we ask that you rate according to the following criteria.

5	The intern has excelled in this area
4	The intern is functioning above expectations for interns in this area
3	The intern has met the expectations for interns in this area
2	The intern has not as yet met the expectations in this area, but there is hope that the intern will meet the expectations in the near future
1	The intern has not met the expectations in this area, and there is not much hope that the intern will meet the expectations in this area in the near future
n/a	Not applicable, as the intern has not had the opportunity to demonstrate competence in this area

Comments may be made under any competency statement, if desired. Please be sure to indicate those areas in which you think the intern is particularly strong and those areas that need improvement.

This evaluation is intended to give the intern feedback about her or his performance.

**Competence #1: Intern demonstrates ethical and professional behavior**

1.1	Makes 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	1	2	3	4	5	na
1.2	Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations	1	2	3	4	5	na
1.3	Demonstrates professional demeanor in appearance	1	2	3	4	5	na
1.4	Demonstrates professional demeanor in oral, written and electronic communication	1	2	3	4	5	na
1.5	Uses technology ethically and appropriately to facilitate practice outcomes	1	2	3	4	5	na
1.6	Uses supervision and consultation effectively to guide professional behavior and judgement	1	2	3	4	5	na

Comments:

**Competence #2: Intern engages diversity and difference in practice**

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

Comments:

**Competence #3: Intern advances human rights and social, economic and environmental justice**

3.1	Applies his/her/their understanding of social, economic and environmental justice to advocate for human rights at the individual and system levels	1	2	3	4	5	na
3.2	Engages in practices that advance social, economic and environmental justice	1	2	3	4	5	na

Comments:

**Competence #4: Intern engages in practice-informed research and research-informed practice**

4.1	Uses practice theory and experience to inform scientific inquiry and research	1	2	3	4	5	na
4.2	applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings	1	2	3	4	5	na
4.3	Uses and translates research evidence to inform and improve	1	2	3	4	5	na

practice, policy and service delivery						
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Comments:

<b>Competence #5: Intern engages in policy practice.</b>
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5.1	Identifies social policy at the local state and federal level that impacts well-being, service delivery, and access to social services	1	2	3	4	5	na
5.2	Assesses how social welfare and economic policies impact the delivery of and access to social services	1	2	3	4	5	na
5.3	Understands the forms and mechanisms of oppression and discrimination	1	2	3	4	5	na
5.4	Applies 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

Comments:

<b>Competence #6: Intern engages with individuals, families, groups, organizations and communities</b>
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6.1	Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies	1	2	3	4	5	na
6.2	Uses empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies	1	2	3	4	5	na

Comments:

<b>Competence #7: Intern assesses individuals, families, groups, organizations and communities.</b>
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7.1	Collects and organizes data and applies critical thinking to interpret information from clients and constituencies	1	2	3	4	5	na
7.2	Applies knowledge of human behavior and the social environment, person-in-the environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies	1	2	3	4	5	na
7.3	Develops mutually agreed upon intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies	1	2	3	4	5	na
7.4	Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of the client	1	2	3	4	5	na

Comments:

<b>Competence #8: Intern intervenes with individuals, families, groups, organizations and communities.</b>
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8.1	Critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies	1	2	3	4	5	na
8.2	Applies knowledge of human behavior and the social environment, person-in-the environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies	1	2	3	4	5	na
8.3	Uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes	1	2	3	4	5	na
8.4	Negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies	1	2	3	4	5	na
8.5	Facilitates effective transitions and endings that advance mutually agreed on goals	1	2	3	4	5	na

Comments:

<b>Competence #9: Intern evaluates practice with individuals, families, groups, organizations and communities</b>
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9.1	Selects and uses appropriate methods for evaluation of outcomes	1	2	3	4	5	na
9.2	Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary frameworks in the evaluation of outcomes	1	2	3	4	5	na
9.3	Critically analyzes, monitors, and evaluates intervention and program processes and outcomes	1	2	3	4	5	na
9.4	Applies evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.	1	2	3	4	5	na

Comments:

<b>Overall Evaluation at <u>MIDTERM:</u></b>
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Please check one of the following at the midterm evaluation. At the final evaluation do NOT complete this section.

- This intern is excelling in field placement by performing above expectations for interns.
- This intern is meeting the expectations of a field placement intern.
- This intern is functioning somewhat below the expectations of a field placement intern. There is a question whether this intern will be ready for beginning level social work practice by the end of placement.
- This intern is functioning below the expectations of a field placement intern. There is considerable concern that this intern will not be ready for beginning level social work practice by the end of placement. This intern should perhaps be encouraged to pursue another major.

Comments/elaboration:

**FINAL OVERALL EVALUATION:**

Please check one of the following at the final evaluation. At the midterm evaluation do **NOT** complete this section.

- This intern has excelled in field placement by performing above expectations for interns. If an appropriate position were open at this agency, for a beginning level social worker, this intern would be considered among the top candidates for this position.
- This intern has met the expectations of the field placement. This intern is ready for beginning level social work practice.
- This intern is not yet ready for beginning level social work practice.
- This intern is not yet ready for beginning level social work practice, and has demonstrated serious problems in performance, and perhaps should be encouraged to pursue another major.

Comments/elaboration:

Signature of Agency Field Instructor \_\_\_\_\_

Agency \_\_\_\_\_ Date \_\_\_\_\_

***The following section should be completed by the intern:***

My agency supervisor and faculty supervisor have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows:

I agree with the evaluation

I do not agree with evaluation

Intern's Signature \_\_\_\_\_ Date \_\_\_\_\_

- If the intern disagrees with the evaluation she/he/they should state that disagreement in writing and submit a copy to both the agency supervisor and the faculty supervisor. A meeting between the student, agency supervisor, and faculty supervisor should then be held to discuss the disagreement.