



WEST CHESTER UNIVERSITY GRADUATE SOCIAL WORK DEPARTMENT

Assessment of Field Practicum Performance: Specialized Year

End-of-Semester Evaluation

Evaluation of student performance in field practicum is an assessment of practice competency. In accord with the 2015 Educational Policy and Accreditation Standards from the Council on Social Work Education, students are expected to develop and demonstrate competency in nine core practice areas.

The goal of this evaluation is to provide an opportunity for students and Field Instructors to reflect on and assess the development of these competencies. It is designed to be a collaborative process.

As you evaluate your student(s) please consider the our MSW Program's specialization, *Advanced Practice with Individuals, Families, and Communities*. The approach to advanced social work practice addresses well-being from a trauma-informed, recovery perspective grounded in human rights. Focusing on human rights as the key to social justice and sustainable wellness, social work practitioners regularly engage advocacy, policy and research. Our unique, simulation-based curriculum provides students opportunities to demonstrate competency in utilizing this approach as they prepare to respond to complex and contemporary issues in a range of interprofessional settings.

During the Specialization Year of the curriculum, students take three concurrent practice courses in the fall semester: one on Individuals, one on Families and one on Communities. This content is synthesized in an Integrative Seminar in the spring semester. Throughout the Specialization Year, students are also engaged in a field placement where they have opportunities to practice skills, demonstrate knowledge and values, and engage cognitive and affective processes.

We evaluate overall student competency in this specialized form of practice through observation of behaviors demonstrating nine distinct competencies.

To assure that students in all field settings are maintaining a focus on our three areas of specialization, we require students to identify three learning goals specific to Individuals, Families and Communities.

The Field Instructor rates the practice behaviors according to the following scale:

Scale	Performance Measure	Description	Definition
5	Mastered Performance	The intern/student shows effective and innovative application of the knowledge, values, and skills related to the performance of the practice behavior.	Mastered: "somebody highly skilled at something." Mastered performance is demonstration of knowledge, values, and skills of the practice behavior at high levels.
4	Superior Performance	The intern/student shows superior application of the knowledge, values, and skills related to the performance of the practice behavior.	Superior: "surpasses competent in one or more ways." Superior performance is demonstration of knowledge, values, and skills where all components of the practice behavior are included.
3	Competent Performance	The intern/student shows competent application of the knowledge, values, and skills related to the performance of the practice behavior.	Competent: "having enough skill or ability to do something well." Competent performance is demonstration of knowledge, values, and skills where all components of the practice behavior are included, but at the beginning or rudimentary level.
2	Inadequate Performance	The intern/student shows beginning application of the knowledge, skills, or dispositions related to the performance of the practice behavior.	Inadequate: "failing to reach an expected or required level or standard." Inadequate performance is demonstration of knowledge, values, and skills where one or more of the components of the practice behavior are missing.
1	Lacking Performance	The intern/student has not demonstrated application of the knowledge, values and skills related to the performance of the practice behavior.	Lacking: "missing, not present or available." Lacking performance is the inability to demonstrate any of the components of the knowledge, values, or skills related to the practice behavior.

Confidentiality Statement

The information you provide to SWEAP is valuable to the social work program that sent you this survey and educators nationally. Your feedback informs program improvement efforts. SWEAP will only share information collected on this form with the Social Work education program sponsoring this assessment.

Clicking "Submit and Finalize" on this survey indicates that you consent to have your data collected. Your participation to improve SW education is appreciated and voluntary.

Student's Name

Which campus location does your student attend?

- Philadelphia
- West Chester

#1: Demonstrate Ethical and Professional Behavior

Social workers are expected to recognize ethical and professional tensions apparent in practice, policy, and research scenarios by synthesizing the social work values presented in the NASW Code of Ethics. In the service of social justice through the realization of human rights for individuals, families, and communities, social workers will discern competing factors contained in ethical dilemmas and flexibly apply ethical frameworks for problem solving in such cases. Social workers will display and model consistent professional behavior in appearance, and in oral, written, and electronic communication. Social workers will be clear about their role and function while respecting and understanding the collaborative role of other professionals. Finally, social workers will model reflection and self-regulation of their personal values and maintain professionalism always.

Expected Specialized Practice Behaviors

Student identifies and resolves ethical dilemmas in practice with individuals, families and communities in ways that promote social justice and the realization of human rights.	1	2	3	4	5
Student conducts themselves professionally and ethically in communication and demeanor.	1	2	3	4	5
Student develops and maintains a professional social work role in interactions and collaborations with interprofessional team members and other practitioners.	1	2	3	4	5
Student uses supervision and consultation to ensure accountability and responsiveness to the dynamic, changing contexts of social work practice and policy environments.	1	2	3	4	5

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Comments:

#2: Engage Diversity and Difference in Practice

Social workers will demonstrate a nuanced understanding of dimensions of multicultural diversity and intersectionality when speaking about, writing about, and engaging with individuals, families, and communities. Social workers will extend their knowledge of the forms and mechanisms of oppression and discrimination by presenting as learners and engaging clients and constituencies as experts of their own experience. Social workers will adopt a recovery, resiliency, and capacity building framework when collaborating with individuals, families, and communities to promote wellbeing from a social justice perspective grounded in the realization of human rights.

Expected Specialized Practice Behaviors

Student extends their knowledge of the forms and mechanisms of oppression and discrimination by presenting as learners and engaging clients and constituencies as experts of their own experiences.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student engages in anti-oppressive practice by identifying and suggesting ways to eliminate organizational or program activities that explicitly or implicitly reflect institutional racism, sexism, gender bias, disability bias, and/or other forms of bias/discrimination.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student actively engages in multiculturally inclusive practice, assessment, intervention and evaluation strategies.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

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Comments:

#3: Advance Human Rights and Social, Economic, and Environmental Justice

Human rights-based practice is a social work imperative. In pursuit of social justice and the realization of human rights, social workers will consider historical context and a trauma-informed perspective while critically assessing and mediating the ongoing effects of structural barriers on individuals, families, and communities. By practicing cultural humility and consistently applying a human rights lens to micro, mezzo, and macro efforts in interprofessional settings, social workers collaborate with and empower others to advocate for social, economic, and environmental justice on behalf of individuals, families, and communities.

Expected Specialized Practice Behaviors

Student uses cultural humility to learn from and educate individuals, families, and communities about the ongoing effects of structural barriers.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student evaluates and critically analyzes organizational or legislative policies, funding mechanisms, and/or programs using a focus on human rights and social justice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student seeks out opportunities to observe and/or engage with major stakeholders or advocacy groups relevant to the promotion of human rights and social justice for the populations served by the agency.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

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Comments:

#4: Engage in Practice-Informed Research and Research-Informed Practice

Social workers understand qualitative and quantitative research methods for evaluating practice and improving services to individuals, families, and communities. Social workers seek out and prioritize stakeholder input and theory to inform research design and scientific inquiry. Social workers recognize the role of research and evaluation in advancing the knowledge base of clients, practitioners, organizations, and policymakers. Social workers consistently interpret and use culturally relevant research evidence to inform and improve practice, policy, and service delivery that advances the realization of human rights and social justice.

Expected Specialized Practice Behaviors

Student translates research evidence to inform and improve practice, policy, and service delivery with individuals, families, and communities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student seeks and prioritizes stakeholder input to inform practice and research.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student collects, organizes, analyzes, interprets, and/or disseminates data informing practice decisions or evaluating program processes or outcomes.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

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Comments:

#5: Engage in Policy Practice

Social workers represent, mobilize, and empower disenfranchised populations of individuals, families, and communities to have a voice and advocate in support or opposition to local, state, national, and international policies. They promote the realization of human rights and social justice through engagement in individual and/or collective advocacy efforts. Social workers lead in developing and sustaining interprofessional collaborations to address complex and contemporary issues facing individuals, families, and communities. They synthesize ecological influences impacting social welfare policy relevant to the community, thus, creating a platform for policy change at micro, mezzo, and macro levels. They promote social transformation by fostering individual and collective problem solving, and by critically identifying and applying community organization methods in practice.

Expected Specialized Practice Behaviors

Student analyzes and advocates for policies and procedures that empower and enhance dignity for individuals, families, and communities consistent with the United Nations Universal Declaration of Human Rights.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student seeks out opportunities to engage in collective problem-solving with interprofessional stakeholders and communities to address complex issues.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student represents, mobilizes, and empowers disenfranchised populations of individuals, families, and communities to have a voice and advocate in support or opposition to local, state, national, and/or international policies.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

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Comments:

#6: Engage with Individuals, Families, and Communities

Social workers cultivate collaborative helping alliances across client systems drawing on theory and evidence to inform engagement. Utilizing an ecological perspective, social workers will build on generalist skills of empathy and reflection to engage multiculturally diverse individuals, families, and communities by employing knowledge of relationship dynamics and power differentials. Social workers will engage effectively with interprofessional groups, teams, and organizations to promote human rights and social justice in an ever-changing social and political context.

Expected Specialized Practice Behaviors

Student works collaboratively with multiculturally diverse individuals, families, and communities and interprofessional teams to establish goals and outcomes.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student seeks out opportunities to engage in dialogues with stakeholders and other relevant members of the varied communities to promote inclusive practices that empower and respond to the needs of individuals, families, and communities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student applies an intersectional analysis of dynamics of power and privilege to engagement with vulnerable individuals, families, and communities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

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Comments:

#7: Assess Individuals, Families, and Communities

Social workers will augment their assessment skill repertoire with additional culturally relevant evidence-based practices consonant with social work values, including those that are ecological, trauma-informed, and use a recovery approach. These specialized assessment methods incorporate interprofessional collaboration to address complex situations faced by multiculturally diverse clients who, often times, have had their human rights violated.

Expected Specialized Practice Behaviors

Student uses an ecological, trauma-informed, and recovery-focused perspective to inform the conceptualization of the needs and strengths of individuals, families, and communities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student assesses readiness for change from an ecological and multiculturally diverse perspective in practice with individuals, families, or communities and plans intervention strategies accordingly.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student collects, organizes, and interprets data relevant to individual, family, or community systems to develop mutually agreed upon intervention plans and goals.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

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Comments:

#8: Intervene with Individuals, Families, and Communities

Effective interventions with clients and constituencies requires a sensitivity to readiness for change and a depth of knowledge about the range of best practice and evidence-informed interventions applicable for individuals, families, and communities. Social workers understand theories of trauma and recovery relative to individual, family, and community functioning, and critically evaluate and apply this knowledge to effectively intervene with client systems. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions to achieve goals in micro, mezzo, and macro practice. Above all, social workers value the importance of collaboration in interventions, recognizing that beneficial outcomes may require multi-level and interprofessional collaboration along with client feedback to advance social justice and realize human rights.

Expected Specialized Practice Behaviors

Student implements client-centered interventions that enhance resiliency, support recovery, and build capacity with individuals, families, and communities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student adapts interventions to account for the unique ecosystemic context of individuals, families, and communities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student takes a proactive approach to intervention strategies, working collaboratively to build client or community capacity to develop, implement, and sustain their own solutions to problems.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

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Comments:

#9: Evaluate Practice with Individuals, Families, and Communities

With evaluation being a critical aspect in the delivery of social services, social workers will competently evaluate their evidence-based social work practice and promote professional accountability. This, in turn, advances practice, policy, and service delivery effectiveness. Social workers' participation on interprofessional teams will utilize multidisciplinary theoretical frameworks to create and implement evaluation plans to monitor processes and assess outcomes for individuals, families, and communities. Social workers also recognize the importance of dissemination of practice evaluations through professional venues to advance the realization of human rights and social justice.

Expected Specialized Practice Behaviors

Student uses supervision to evaluate own practice effectiveness and the effectiveness of intervention strategies used in practice.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student applies culturally relevant theories of human behavior and stakeholder input to guide evaluation of practice with individuals, families, and communities.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>
Student analyzes, monitors, and evaluates interventions and program processes and outcomes.	1 <input type="radio"/>	2 <input type="radio"/>	3 <input type="radio"/>	4 <input type="radio"/>	5 <input type="radio"/>

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Comments:

End-of-Semester: Overall Evaluation

Please check one of the following (BOXES CAN BE CHECKED ELECTRONICALLY):

- This student's practice behaviors have consistently met or exceeded expectations this semester in Field Practicum. S/he is prepared for the next stage of practice.
- This student's practice behaviors have not consistently met expectations this semester in Field Practicum. S/he may not be prepared for the next stage of practice.
- This student's practice behaviors did not meet expectations this semester in Field Practicum. S/he is not prepared for the next stage of practice.

Please elaborate in narrative form on your overall evaluation

Signatures

Student signature (optional)

By typing your name below, you are "signing" this assessment.

Field Instructor signature

By typing your name below, you are "signing" this assessment.

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Clicking "Submit and Finalize" on this survey indicates that you consent to have your data collected. Your participation to improve SW education is appreciated and voluntary.

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