



FIELD SUPERVISOR'S EVALUATION OF STUDENT

Student's Name		Consistently	Most of the Time	Some of the Time	Never	Not Observed or N/A
<p><i>Please check the box on the rating scale which most accurately represents the work of the student. For this final evaluation, the level of practice expected is that of an entry level social work practitioner.</i></p>						
1.	Demonstrates use of critical thinking skills.					
	a. Effectively uses a variety of techniques/tools in gathering information.					
	b. Makes accurate interpretation of information gathered.					
	c. Information presented (either in writing or orally) is well organized and useable.					
	d. Draws appropriate conclusions from information gathered.					
	e. Uses empirical research as basis for practice decisions.					
	Comments					
2.	Understands and applies knowledge of biological, sociological, cultural, psychological					
	a. Uses knowledge of theoretical frameworks for understanding human behavior. (e.g., Erickson, Piaget, Kohlberg, etc.)					
	b. Understands and uses knowledge of the ways social systems promote or deter people in maintaining or achieving health and well-being.					
	c. Completes accurate and thorough assessments per agency expectations.					
	d. Uses a strengths-based perspective through the assessment process.					
	e. Understands the forms and mechanisms of oppression and discrimination affecting clients and/or staff of the agency.					
	Comments					
3.	Demonstrates competent generalist entry level practice using social work knowledge and skills with systems of all sizes.					
	a. Effectively applies social work knowledge to work with individual clients					
	b. Effectively applies social work knowledge to work with client families/groups.					
	c. Effectively applies social work knowledge to work with non-client groups.					
	d. Uses a strength-based approach to practice with client systems of all sizes.					
	e. Engages clients in positive working relationship.					
	f. Collaborates with clients to develop a plan of action based on a thorough assessment.					
	g. Completes thorough assessments per agency expectations.					
	h. Uses appropriate social work roles when working with clients.					
	i. Communicates effectively with a variety of client populations, colleagues and members of the community					
	j. Uses current technologies to effectively and efficiently provide services to clients.					
	k. Develops clear, measurable objectives for intervention plan.					
	Comments					

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4.	Practices within the values and ethics of social work per the N.A.S.W. Code.					
	a. References social work values and/or ethics when appropriate.					
	b. Demonstrates substantial commitment to the well-being of clients.					
	c. Respects client's right to self-determination.					
	d. Protects client's right to privacy.					
	d. Consults with supervisor when met with ethical dilemmas.					
	Comments					
5.	Practices without discrimination, with respect and with the knowledge and skills related to issues of diversity.					
	a. Treats all clients and co-workers with respect.					
	b. Shows capacity & interest in learning from persons with diverse backgrounds.					
	c. Demonstrates willingness to explore own values, biases and prejudices.					
	d. Identifies agency policies/practices which may interfere with effectively working with vulnerable and/or minority clients.					
	Comments					
6.	Demonstrates a professional use of self.					
	a. Presents self as professional practitioner.					
	b. Demonstrates capacity for self-awareness and personal growth.					
	c. Demonstrates willingness to take risks that promote personal growth.					
	d. Uses empathy and warmth to encourage appropriate relationships with clients.					
	e. Shows initiative in accomplishing learning objectives and work assignments.					
	f. Takes advantage of training opportunities in the agency and/or community.					
	Comments					
7.	Uses supervision and consultation appropriately.					
	a. Prepares for and actively uses time with supervisor.					
	b. Invites and uses feedback from supervisor and others.					
	Comments					
8.	Communicates effectively with a variety of client populations, colleagues and members of the community.					
	a. Written work submitted on time.					
	b. Is familiar with and understands the style of writing used within the agency.					
	c. Written work is concise and includes all necessary information.					
	d. Is appropriately assertive when dealing with clients, peers and others.					
	e. Shares professional knowledge appropriately at staff meetings, in-services, etc.					
	Comments					

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9.	Demonstrates the ability to secure and use current research as applied to social work practice with systems of all sizes.					
	a. Collects data from own practice to evaluate case progress and outcomes.					
	b. Utilizes appropriate research literature as a resource for own practice.					
	Comments					
10.	Understands & clarifies for others the history of the social work profession and its current structures, values and ethics.					
	a. Is knowledgeable about the agency's history, mission, goals and objectives.					
	b. Is knowledgeable about community resources.					
	Comments					
11.	Analyzes the impact of social policies on clients, staff, agencies and larger social systems.					
	a. Understands agency policies and procedures.					
	b. Participates in activities designed to evaluate services delivery.					
	c. Understands how agency policies affect clients and staff.					
	d. Articulates the ways in which agency resources are affected by government policies and economic conditions.					
	Comments					
12.	Functions within the structure of the agency and seeks necessary agency change.					
	a. Keeps agreed upon work schedule.					
	b. Is punctual and completes work as assigned					
	c. Manages time well.					
	d. Participates in activities designed to improve the quality of services to clients.					
	Comments					

Signed _____ Date _____
 (Supervisor)

Signed _____ Date _____
 (Student)