

Field Evaluation of Student Performance
MSW Advanced Field Evaluation
Elders and Families Specialization

Intern _____ Field Instructor _____
 Name of Organization _____
 Period Covered: From _____ To _____

Instruction for rating interns on the 10 competencies:

This evaluation is organized according to the 10 competencies established by our national accrediting organization (the Council on Social Work Education). Each competency has several items that we ask you to rate according to the following criteria.

1	Absence of skill - Unable to demonstrate skill; unwilling to work to develop skill; demonstrates little or no understanding
2	Needs improvement - able to do skill with much structure, supervision and prompting; demonstrates some understanding
3	Meets expectation - able to do skill with minimal structure, supervision or prompting; demonstrates understanding
4	Exceeds expectation - able to practice skills autonomously
n/j	No basis for judgment, as the intern has not had the opportunity to demonstrate competence in this area

We ask that you make comments under each competency. Please 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. The agency supervisor's rating of these items will not directly be used to calculate the grade that is given to the intern. The grade for the field placement along with the grade for the field seminar course will be determined by the faculty member teaching the seminar course.

Students are expected to demonstrate a majority of the following items at level 2 at the December evaluation.

Students are expected to demonstrate a majority of the following items at level 3 at the May evaluation.

At the concentration level, advanced practitioners in clinical social work recognize the importance of the therapeutic relationship, the person-in-environment perspective, the professional use of self with clients and adherence to ethical guidelines of professional behavior. Advanced practitioners in clinical social work:

Competency #2.1.1: Identify as a professional social worker and conduct oneself accordingly.						
2.1.1.1	Readily identify as social work professionals	1	2	3	4	njb
2.1.1.2	Demonstrate intentional uses of self with client(s)	1	2	3	4	njb
2.1.1.3	Understand and identify their own professional strengths, limitations and challenges	1	2	3	4	njb
2.1.1.4	Develop, manage and maintain therapeutic relationships with clients within the person-in-environment perspective	1	2	3	4	njb
2.1.1.5	Use supervision and consultation to guide practice	1	2	3	4	njb
2.1.1.6	Demonstrate ongoing professional development	1	2	3	4	njb
2.1.1.7	Adhere to the Social Work Code of Ethics	1	2	3	4	njb
2.1.1.8	Asses and address values and biases regarding aging				4	njb
2.1.1.9	Understand the perspective and values of social work in relation to working effectively with other disciplines in geriatric interdisciplinary practice				4	njb

Comments:

At the concentration level, advanced practitioners in clinical social work are knowledgeable about ethical issues, legal parameters, and shifting societal mores that affect the therapeutic relationship. Advanced practitioners in clinical social work:

Competency 2.1.2: Apply social work ethical principles to guide professional practice.						
2.1.2.1	Conduct clinical practice within the ethical and legal parameters of professional practice standards	1	2	3	4	njb
2.1.2.2	Apply ethical decision-making skills to issues specific to clinical social work, recognizing the ambiguity inherent in many practice situations	1	2	3	4	njb
2.1.2.3	Employ strategies of ethical reasoning to address the use of technology in clinical practice and its impact on client rights	1	2	3	4	njb
2.1.2.4	Identify and use knowledge of relationship dynamics	1	2	3	4	njb
2.1.2.5	Identify and use knowledge of power differentials to ensure ethical practice in clinical social work	1	2	3	4	njb
2.1.2.6	Manage personal biases as they affect the therapeutic relationship in	1	2	3	4	njb

	the service of the clients' well being					
2.1.2.7	Apply ethical principles to <i>decisions</i> on behalf of all older clients with special attention to those who have limited decisional capacity	1	2	3	4	njb
2.1.2.8	Assess "self in relation" to motivate themselves and others toward mutual, meaningful achievement of a focused goal or committed standard of practice	1	2	3	4	njb

Comments:

At the concentration level, advanced practitioners in clinical social work have begun to develop a reflective practice. They understand and differentiate the strengths and limitations of multiple practice theories and methods, clinical processes, technical tools including differential diagnosis, and professional practice. They demonstrate the ability to deconstruct theories and methods in order to evaluate how they relate to clients and client systems within their environmental context. They regularly question and reflect upon their own assumptions and consider how these might affect practice. Advanced practitioners in clinical social work:

Competency 2.1.3: Apply critical thinking to inform and communicate professional judgements						
2.1.3.1	Consider and evaluate multiple sources of data on the client and the client's environment	1	2	3	4	njb
2.1.3.2	Identify and articulate clients' strengths and vulnerabilities	1	2	3	4	njb
2.1.3.3	Evaluate, select, and implement appropriate multidimensional assessment, diagnostic, intervention, and practice evaluation tools	1	2	3	4	njb
2.1.3.4	Evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them to client situations	1	2	3	4	njb
2.1.3.5	Complete written reports that are well organized, clear, and comprehensive, yet concise	1	2	3	4	njb
2.1.3.6	Demonstrates effective written communication in working with individuals, families, groups, organizations, communities, and colleagues	1	2	3	4	njb
2.1.3.7	Relate concepts and theories of aging to social work practice (e.g., cohorts, normal aging, and life course perspective)	1	2	3	4	njb
2.1.3.8	Communicate to public audiences and policy makers through multiple media, including writing synthesis reports and legislative statements and orally presenting the mission and outcomes of the services of an organization or for diverse client groups	1	2	3	4	njb

Comments:

At the concentration level, advanced practitioners are knowledgeable about many forms of diversity and difference and how these influence the therapeutic relationship and clients’ presenting issues. Advanced practitioners are knowledgeable about (a) cultural explanations of illness; (b) help-seeking behaviors in diverse populations; (c) specific cultural features that may be present in various disorders; (d) traditional ethnic and cultural healing practices; and (e) culture-bound syndromes.¹ Advanced practitioners recognize themselves as cultural beings and understand how their own clinical practice choices can be culture-bound. Advanced practitioners in clinical social work:

Competency 2.1.4: Engage diversity and difference in practice						
2.1.4.1	Work effectively with diverse populations	1	2	3	4	nbj
2.1.4.2	Identify and use practitioner client differences from a strengths perspective	1	2	3	4	nbj
2.1.4.3	Recognize that sometimes differences can be interpreted as barriers to treatment and seek to transform these barriers into opportunities for growth and change	1	2	3	4	nbj
2.1.4.4	Seek knowledge of the diverse clients they are working with and apply this knowledge to enhance client wellbeing	1	2	3	4	nbj
2.1.4.5	Respect diversity among older adult clients, families, and professionals (e.g., class, race, ethnicity, gender, and sexual orientation)	1	2	3	4	nbj
2.1.4.6	Address the cultural, spiritual, and ethnic values and beliefs of older adults and families	1	2	3	4	nbj

Comments:

At the concentration level, advanced practitioners in clinical social work understand the potentially challenging effects of economic, social, and cultural factors in the lives of clients and client systems. Advanced practitioners understand the stigma and shame associated with disorders, diagnoses, and help seeking behaviors across diverse populations. They also understand strategies for advancing human rights and social and economic justice in domestic and global contexts. Advanced practitioners in clinical social work:

Competency 2.1.5: Advance human rights and social and economic justice					

¹ Cal-SWEC

2.1.5.1	Advocate for basic human rights and access to services for all clients, regardless of their legal or economic status	1	2	3	4	nbg
2.1.5.2	Identify the effects of oppression, discrimination, and historical trauma on client and client systems to guide treatment planning and intervention	1	2	3	4	nbg
2.1.5.3	Advocate at multiple levels for mental health parity and reduction of health disparities for diverse populations	1	2	3	4	nbg
2.1.5.4	Demonstrate commitment to social and economic justice through involvement in political, legislative and community advocacy efforts	1	2	3	4	nbg
2.1.5.5	Respect and promote older adult clients' right to dignity and self determination	1	2	3	4	nbg
2.1.5.6	Asses and address any negative impacts of social and health care policies on practice with historically disadvantaged populations	1	2	3	4	nbg

Comments:

At the concentration level, advanced clinical practitioners are knowledgeable about evidence-based interventions, best practices, and the evidence-based research process. Advanced practitioners in clinical social work:

Competency 2.1.6: Engage in research – informed practice and practice – informed research						
2.1.6.1	Critically evaluate, select, and differentially apply current literature and empirically supported practice interventions, including formal research methodology, in order to assess client systems and to implement clinical social work services with clients	1	2	3	4	nbg
2.1.6.2	Participate in the identification and generation of new clinical knowledge, both empirical and practice – based	1	2	3	4	nbg
2.1.6.3	Use research methodology to evaluate clinical practice effectiveness and/or outcomes	1	2	3	4	nbg
2.1.6.4	Evaluate the effectiveness of practice and programs in achieving intended outcomes for older adults	1	2	3	4	nbg
2.1.6.5	Promote the use of research (including evidence-based practice) to evaluate and enhance the effectiveness of social work practice and aging related services	1	2	3	4	nbg

Comments:

At the concentration level, advanced practitioners understand how to synthesize and differentially apply the theories of human behavior and the social environment (biological, developmental, psychological, sociocultural, and spiritual), and diagnostic classification systems, in the formulation of a comprehensive assessment in preparation for effective intervention. Students understand how socio-cultural contexts influence definitions of psychopathology. Students have a working knowledge of psychotropic medications that are typically utilized in the treatment of mental health disorders. Advanced practitioners in clinical social work:

Competency 2.1.7: Apply knowledge of human behavior and the social environment						
2.1.7.1	Synthesize and apply theories of human behavior and the social environment to guide the process of clinical formulation, assessment, intervention, and evaluation	1	2	3	4	njb
2.1.7.2	Formulate comprehensive bio-psycho-social-spiritual assessments including using differential and multi-axial diagnoses under supervision	1	2	3	4	njb
2.1.7.3	Be familiar with the appropriate use of psychotropic medications, expectable results, and side-effects and know when a medical consultation is indicated to confirm diagnosis and/or to include medication in the treatment process	1	2	3	4	njb
2.1.7.4	Relate social work perspectives and related theories to practice with older adults	1	2	3	4	njb
2.1.7.5	Identify issues related to losses, changes, and transitions over their life cycle in designing interventions	1	2	3	4	njb

Comments:

At the concentration level, advanced practitioners in clinical social work recognize the connection between their practice, their clients' lives and both public and organizational policy. Advanced practitioners have knowledge about political ideologies and social values that influence the development of legislation, policies, program services, and funding at all system levels. They have knowledge of how the effective use of relationship with individuals, groups, and organizations across the political spectrum contributes to effective policies that promote social and economic well being. Advanced practitioners in clinical social work:

Competency 2.1.8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.						
2.1.8.1	Effectively analyze and communicate the implication of policies and policy change in the lives of clients	1	2	3	4	njb
2.1.8.2	Collaborate with other professionals and organizations to improve service delivery to clients	1	2	3	4	njb

2.1.8.3	Apply practice-based evidence in advocacy for policies that advance social and economic well being	1	2	3	4	njb
2.1.8.4	Advocate with and lobby administrators and legislators at various levels to influence policies that impact clients and service	1	2	3	4	njb
2.1.8.5	Adapt organizational policies, procedures, and resources to facilitate the provision of services to diverse older adults and their family caregivers	1	2	3	4	njb
2.1.8.6	Manage individual (personal) and multistakeholder (interpersonal) processes at the community, interagency, and intra-agency levels to inspire and leverage power and resources to optimize services for older adults	1	2	3	4	njb

Comments:

At the concentration level, advanced practitioners in clinical social work use their knowledge of how relational, organizational, and community systems may impinge on social justice and use selected intervention skills to improve the quality of human life. They anticipate and identify potential impacts of evolving cultural, technological, geographical, political, economic and natural environmental contexts. They engage in direct intervention and encourage clients to effect changes within these contexts. Advanced practitioners in clinical social work:

Competency 2.1.9: Respond to contexts that shape practice.						
2.1.9.1	Assess the quality of clients' interactions within their social contexts	1	2	3	4	njb
2.1.9.2	Develop intervention plans to accomplish systemic change	1	2	3	4	njb
2.1.9.3	Work collaboratively with others to effect systemic change that is sustainable	1	2	3	4	njb
2.1.9.4	Create a shared organizational mission, vision, values and policies responding to ever-changing service systems to promote coordinated optimal services for older persons	1	2	3	4	njb
2.1.9.5	Advocate and organize with service providers, community organizations, policy makers, and the public to meet the needs of a growing aging population	1	2	3	4	njb

Comments:

At the concentration level, professional practice involves the dynamic, interactive and reciprocal processes of therapeutic engagement, multidimensional assessment, clinical intervention, and practice evaluation at multiple levels. Clinical social workers have a theoretically informed knowledge base so as to effectively practice with individuals, families, and groups. Clinical

practice knowledge includes identifying, critically analyzing, and implementing evidence-based interventions designed to achieve client goals; understanding and implementing practice theories (models, meta-perspectives, strategies, techniques, and approaches); using research and technological advances; evaluating treatment outcomes and practice effectiveness.

Competency 2.1.10(a)-(d): Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.					
2.1.10(a)	Educational Policy - Engagement				
	Advanced practitioners in clinical social work:				
2.1.10.(a)1	Substantively and affectively engage in a culturally responsive therapeutic relationship	1	2	3	4 nbj
2.1.10.(a)2	Use empathy and attend to the dynamics that both strengthen and potentially threaten the therapeutic alliance	1	2	3	4 nbj
2.1.10.(a)3	Establish a relationally-based process that encourages clients to be equal participants in the establishment of treatment goals and expected outcomes	1	2	3	4 nbj
2.1.10(a)4	Use empathy and sensitive interviewing skills to engage older clients in identifying their strengths and problems	1	2	3	4 nbj
2.1.10(a)5	Establish rapport and maintain effective working relationships with older adults and family members	1	2	3	4 nbj
2.1.10(b)	Educational Policy - Assessment				
	Advanced practitioners in clinical social work:				
2.1.10.(b)1	Collect, organize, and interpret client data using multidimensional biopsychosocial assessment	1	2	3	4 nbj
2.1.10.(b)2	Assess client's readiness for change at times of crisis and otherwise	1	2	3	4 nbj
2.1.10.(b)3	Assess client's strengths and coping strategies so as to reinforce and improve the client's best adaptation to his/her current life situation, circumstances and events	1	2	3	4 nbj
2.1.10.(b)4	Select and modify appropriate strategies based on continuous clinical assessment	1	2	3	4 nbj
2.1.10.(b)5	Utilize differential and multi-axial diagnoses	1	2	3	4 nbj
2.1.10.(b)6	Conduct a comprehensive geriatric assessment (biopsychosocial evaluation)	1	2	3	4 nbj
2.1.10.(b)7	Administer and interpret standardized assessment and diagnostic tools that are appropriate for use with older adults (e.g., depression scale, Mini-Mental Status Exam)	1	2	3	4 nbj
2.1.10.(c)	Educational Policy - Intervention				
	Advanced practitioners in clinical social work:				
2.1.10.(c)1	Critically evaluate best practices and evidence-based guidelines in the selection of practice interventions	1	2	3	4 nbj
2.1.10.(c)2	Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the biopsychosocial assessment, including crisis intervention strategies as needed	1	2	3	4 nbj
2.1.10.(c)3	Collaborate with other professionals so as to coordinate treatment	1	2	3	4 nbj

	interventions on behalf of the client					
2.1.10.(c)4	Use group interventions with older adults and their families (e.g., bereavement groups, reminiscence groups)	1	2	3	4	njb
2.1.10.(c)5	Provide social work case management to link elders and their families to resources and services	1	2	3	4	njb
2.1.10.(d)	Educational Policy – Evaluation					
	Advanced practitioners in clinical social work:					
2.1.10.(d)1	Critically analyze, monitor, and continuously evaluate clinical interventions	1	2	3	4	njb
2.1.10.(d)2	Use practice-based research to contribute to the theoretical knowledge base of the social work profession	1	2	3	4	njb
2.1.10.(d)3	Use clinical evaluation of the process and/or outcomes to develop best practice interventions for a range of biopsychosocial conditions	1	2	3	4	njb
2.1.10.(d)4	Develop clear, timely, and appropriate service plans with measurable objectives for older adults	1	2	3	4	njb
2.1.10.(d)5	Reevaluate and adjust service plans for older adults on a continuing basis	1	2	3	4	njb

Comments:

OVERALL RATING OF STUDENT PERFORMANCE:

To achieve an overall rating of “Meets Standard”:

December Evaluation: Students are expected to demonstrate all competencies at level 2

May Evaluation: Students are expected to demonstrate all competencies at level 3

<input type="checkbox"/> Does Not Meet Standard	<input type="checkbox"/> Marginal	<input type="checkbox"/> Meets Standard
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Field Instructor Signature: _____

Student Signature: _____

Date: _____

TO THE STUDENT: Your signature indicates that you have read this evaluation. In the event you do not agree with any aspect of this evaluation of your performance by your instructor, append a statement describing the areas of disagreement and reasons for them.