

**Mid-Year Evaluation**  
**Central Michigan University**  
**Social Work Baccalaureate Program**  
**Fall Semester/SWK470**

Student Name \_\_\_\_\_

Date \_\_\_\_\_

Field Instructor \_\_\_\_\_

Agency \_\_\_\_\_

Student evaluation instructions: Evaluation of the student’s achievements toward practice behaviors and core competencies is an on-going process, done throughout the semester and within supervision. It also includes a midyear review. Student completes a narrative of how they achieved practice behaviors in the “activities” area. Field instructor completes the mid-year student evaluation by providing a rating for each practice behavior, with a detailed narrative to support the rating and credit/no credit. Upon completion of this evaluation the field instructor should review this with student and both sign. Along with rating and narrative total number of hours and recommended credit/no credit must be included. The student’s signature of this document indicates receipt of the grade.

**SCALE:**

Below BSW entry level skills means that a student would need extra supervision, or is in one or more important ways not close to the needed level of competency.

Almost at BSW entry level skills means that the student's competency is not quite at BSW entry level in some way but will be with a bit more practice.

Meets BSW entry level skill means a student’s competency in that area is where one would expect if hiring a person just completing a degree.

Exceeds BSW level means a student is more proficient and/or can work more independently than one would expect of a person just completing a degree.

No evidence means the field instructor has not observed the student’s activities sufficiently to be able to determine how the student will perform in this area of practice.

<b>1. Identify as a professional social worker and conduct oneself accordingly:</b> Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.						
<i>The student’s work reflects the ability to:</i>	<i>Student reflects on performance and writes a narrative of experiences during field to demonstrate practice behaviors</i>	<i>Mid-Year evaluation of BSW student practice behaviors expected for entry level social work</i>				
		<i>Below</i>	<i>Almost at</i>	<i>Meets</i>	<i>Exceeds</i>	<i>No evidence</i>
a. Advocate for client access to the services of social work.						
b. Practice personal reflection and self-correction to assure continual professional development.						
c. Attend to professional roles and boundaries.						
d. Demonstrate professional demeanor in behavior, appearance, and communication.						
e. Engage in career-long learning.						
f. Use supervision and consultation.						

Comments:

<b>2. Apply social work ethical principles to guide professional practice:</b> Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.						
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g. Recognize and manage personal values in a way that allows professional values to guide practice.						
h. Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics.						
i. Tolerate ambiguity in resolving ethical conflicts.						
j. Apply strategies of ethical reasoning to arrive at principled decisions.						

Comments:

<b>3. Apply critical thinking to inform and communicate professional judgments:</b> Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.						
<i>The student's work reflects the ability to:</i>	<i>Student reflects on performance and writes a narrative of experiences during field to demonstrate practice behaviors</i>	<i>Mid-Year evaluation of BSW student practice behaviors expected for entry level social work</i>				
		<i>Below</i>	<i>Almost at</i>	<i>Meets</i>	<i>Exceeds</i>	<i>No evidence</i>
k. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.						
l. Analyze models of assessment, prevention, intervention, and evaluation.						
m. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.						

Comments:

**4. Engage diversity and difference in practice:** Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.

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		<i>Below</i>	<i>Almost at</i>	<i>Meets</i>	<i>Exceeds</i>	<i>No evidence</i>
n. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.						
o. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.						
p. Recognize and communicate their understanding of the importance of difference in shaping life experiences.						
q. View themselves as learners and engage those with whom they work as informants.						

Comments:

**5. Advance human rights and social and economic justice:** Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organization, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.

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r. Understand the forms and mechanisms of oppression and discrimination.						
s. Advocate for human rights and social and economic justice.						
t. Engage in practices that advance social and economic justice.						

Comments:

<b>6. Engage in research-informed practice and practice-informed research:</b> Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative research and understand scientific and ethical approaches to building knowledge.						
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u. Use practice experience to inform scientific inquiry.						
v. Use research evidence to inform practice.						

Comments:

<b>7. Apply knowledge of human behavior and the social environment:</b> Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, cultural, psychological, and spiritual development.						
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w. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.						
x. Critique and apply knowledge to understand person and environment.						

Comments:

<b>8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services:</b> Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know the history and current structures of social policies and service; the role of policy in service delivery; and the role of practice in policy development.						
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y. Analyze, formulate, and advocate for policies that advance social well-being.						
z. Collaborate with colleagues and clients for effective policy action.						

Comments:

<b>9. Respond to contexts that shape practice:</b> Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.						
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aa. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.						
ab. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.						

Comments:

<b>10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities:</b> Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention and evaluations at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness: developing, analyzing, advocating, and providing leadership for policies and services: and promoting social and economic justice.						
<i>The student's work reflects the ability to:</i>	<i>Student reflects on performance and writes a narrative of experiences during field to demonstrate practice behaviors</i>	<i>Mid-Year evaluation of BSW student practice behaviors expected for entry level social work</i>				
		<i>Below</i>	<i>Almost at</i>	<i>Meets</i>	<i>Exceeds</i>	<i>No evidence</i>
<b>Engagement</b>						
ac. Develop a mutually agreed-on focus of work and desired outcomes						
ad. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities						
ae. Use empathy and other interpersonal skills						
<b>Assessment</b>						
af. Collect, organize, and interpret client data						
ag. Assess client strengths and limitations						
ah. Develop mutually agreed-on intervention goals and objectives						
ai. Select appropriate intervention strategies						

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<b>Intervention</b>						
aj. Initiate actions to achieve organizational goals						
ak. Implement prevention interventions that enhance client capacities						
al. Help clients resolve problems						
am. Negotiate, mediate, and advocate for clients						
an. Facilitate transitions and endings						
<b>Evaluation</b>						
ao. Social workers critically analyze, monitor, and evaluate interventions.						

Comments:

<b>11. Identify social work practice considerations for working with people living in rural areas.</b>						
<i>The student's work reflects the ability to:</i>	<i>Student reflects on performance and writes a narrative of experiences during field to demonstrate practice behaviors</i>	<i>Mid-Year evaluation of BSW student practice behaviors expected for entry level social work</i>				
		<i>Below</i>	<i>Almost at</i>	<i>Meets</i>	<i>Exceeds</i>	<i>No evidence</i>
ap. Identify informal and formal resource systems within a specific rural area.						
aq. Describe specific challenges of the rural context to the agency's social service delivery system.						
ap. Identify methods of handling dual relationships and if they occur, resolve them.						
ar. Identify and help resolve client needs that are specific to the rural setting (.e.g. transportation)						
as. Apply strategies of ethical reasoning to arrive at principled decisions.						

Comments:

Number of hours completed: \_\_\_\_\_

Credit

No Credit

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Field Instructor Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Developed By: Allison Putnam, MSW Based on the General Practitioner Scale