



Social Work Program

SWK 490: Field Education Evaluation

Revised 9/2024

LEARNING CONTRACT EVALUATION

The student will be formally assessed by the Field Instructor at the end of the semester using the following evaluation. This is an opportunity for students to learn about their professional skill development as social workers and are strongly encouraged to take full advantage of evaluation discussions.

At the end of the semester, the Field Instructor will score the student on each practice behavior using the Behavior Assessment Scale below. The total score in each competency will be added and divided by the total possible points for a competency percentage. Students must achieve an overall competency benchmark percentage of 50% or higher to pass SWK 490 Field Education, which can be translated to a letter grade of C or higher. It must be noted that students will be given a final grade of Satisfactory or Unsatisfactory (Pass/Fail), and not a formal letter grade.

Behavior Assessment Scale
0 (equivalent to F grade) = Student is unable to perform this practice behavior.
1 (D)=Student cannot perform this practice behavior without considerable supervision/consultation
2 (C)=Student is making progress in performing this practice behavior and shows promise but still needs routine supervision/consultation
3 (B)=Student is able to perform this practice behavior with occasional supervision and consultation
4 (A)=Student can independently perform this practice behavior, knowing when to request supervision.

Competency 1 Evaluation: Demonstrate Ethical and Professional Behavior			
Competency 1 Behaviors		Final rating	Competency % (divide total by 16) _____
1	Make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context.		____/4
2	Demonstrate professional behavior; appearance; and oral, written, and electronic communication.		____/4

3	Use technology ethically and appropriately to facilitate practice outcomes.		____/4
4	Uses supervision and consultation to guide professional judgment & behavior.		____/4
Instructor's Comments:			

Competency 2 Evaluation: Advance Human Rights and Social, Racial, Economic, and Environmental Justice			
Competency 2 Behaviors		Final rating	Competency % (divide total by 8)
5	Advocate for human rights at the individual, family, group, organizational, and community system levels.		____/4
6	Engage in practices that advance human rights to promote social, racial, economic, and environmental justice.		____/4
Instructor's Comments:			
Competency 3 Evaluation: Engage Anti-racism, Diversity, Equity, and Inclusion (A DEI) in Practice			
Competency 3 Behaviors		Final rating	Competency % (divide total by 8)
7	Demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels.		____/4
8	Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.		____/4
Instructor's Comments:			

Competency 4 Evaluation: Engage in Practice-Informed Research and Research-Informed Practice			
Competency 4 Behaviors		Final rating	Competency % (divide total by 8)
9	Apply research findings to inform and improve practice, policy, and programs.		____/4
10	Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.		____/4
Instructor's Comments:			

Competency 5 Evaluation: Engage in Policy Practice			
Competency 5 Behaviors		Final rating	Competency % (divide total by 8)
11	Use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services.		____/4
12	Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.		____/4
Instructor's Comments:			

Competency 6 Evaluation: Engage with Individuals, Families, Groups, Organizations and Communities

Competency 6 Behaviors		Final rating	Competency % (divide total by 8)
13	Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks. to engage with clients and constituencies.		____/4
14	Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.		____/4
Instructor's Comments:			

Competency 7 Evaluation: Assess Individuals, Families, Groups, Organizations, and Communities

Competency 7 Behaviors		Final rating	Competency % (divide total By 8)
15	Apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks. when assessing clients and constituencies.		____/4
16	Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.		____/4
Instructor's Comments:			

Competency 8 Evaluation: Intervene with Individuals, Families, Groups, Organizations, and Communities

Competency 8 Behaviors		Final rating	Competency % (divide total by 8)
17	Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals.		____/4
18	Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.		____/4
Instructor's Comments:			

Competency 9 Evaluation: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Competency 9 Behaviors		Final rating	Competency % (divide total by 8)
19	Select and use culturally responsive methods for evaluation of outcomes.		____/4
20	Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.		____/4
Instructor's Comments:			

Final Evaluation Signatures

Student: _____ Date: _____

Field Instructor: _____ Date: _____