

**BEMIDJI STATE UNIVERSITY  
DEPARTMENT OF SOCIAL WORK**

***BSW STUDENT SELF-EVALUATION OF COMPETENCIES***

Student : \_\_\_\_\_

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

Task Supervisor (if appropriate) : \_\_\_\_\_

Agency : \_\_\_\_\_

University Faculty Liaison : \_\_\_\_\_

Course : SOWK 4970 01: Internship

Directions: Please use this evaluation to self-assess your performance on the nine competencies. and submit it to the field instructor during weekly supervision and prior to your midterm and final evaluations.. For each competency, please select a rating on the scale provided and provide a narrative description. The following definitions, provided by the Council on Social Work Education (2015) will be helpful as you complete the evaluation.

*Holistic competence:* The demonstration of competence is informed by knowledge, values, skills, and cognitive and affective processes that include the social worker's critical thinking, affective reactions, and exercise of judgment in regard to unique practice situations.

*Behaviors:* Observable actions that demonstrate an integration of knowledge, values, skills, and cognitive and affective processes.

*Cognitive and affective processes* (includes critical thinking, affective reactions, and exercise of judgment):

- Critical thinking is an intellectual, disciplined process of conceptualizing, analyzing, evaluating, and synthesizing multiple sources of information generated by observation, reflection and reasoning.
- Affective reactions refer to the way in which our emotions influence our thinking and subsequently our behavior.
- Exercise of judgment is the capacity to perceive and discern multiple sources to form an opinion.

## Basic Professional Proficiency & Ethical Conduct

### Answer Code for Evaluation Items

1. Far Below Expectations - needs much improvement, a concern.
2. Below Expectations – needs some improvement to meet standards.
3. Acceptable – meets standards at average level for interns.
4. Above expectations – performs above average level for interns.
5. N/A—Not applicable to the student’s experience.

<b>I. Basic Work Requirements</b>	Midterm	Final
Arrives on time		
Uses time effectively		
Informs supervisor and makes arrangements for absences		
Reliable, completes requested or assigned tasks on time		
Completes required total number of hours or days on site.		
Is responsive to norms about clothing, language, etc. on site		

Comments Midterm:

Comments Final:

<b>II. Ethical Awareness and Conduct</b>	Midterm	Final
Knowledge of general ethical guidelines		
Knowledge of ethical guidelines of internship placement		
Demonstrates awareness and sensitivity to ethical issues		
Personal behavior is consistent with ethical guidelines		
Consults with others about ethical issues if necessary		

Comments Midterm:

Comments Final:

**BSW FIELD EVALUATION INSTRUMENT**  
**EVALUATION OF THE PROGRAM EDUCATIONAL OBJECTIVES**

The BSW program includes three broad goals. The first goal is educational in nature and includes nine competencies that are integrated throughout the curriculum. These competencies have been formed on the basis of the Council on Social Work Education's Educational Policy and Accreditation Standards (EPAS) of 2015. Each course in the major highlights those competencies that more closely relate to the course purpose. These competencies are used as educational building blocks in a sequence of social work courses designed to prepare the entry-level professional social worker for practice.

Consider the activities, skills or indices that will describe and support the evaluation of the professional competencies. The competencies are the desired learning results. We are interested to what extent the student has accomplished them, how they accomplished them, and what future development you would recommend. Concrete examples are useful.

This is a generic, generalist instrument that will be used for all student placement evaluations. This is true whether you are evaluating students for work with individuals, families, groups, organizations, and/or communities. In fact, the best placements offer elements of each.

**Rating Scale for Evaluation of Field Placement Performance**

Instructions: The standards by which an intern is to be compared is that of a beginning-level social worker. The 9 competencies specified in this evaluation form are those established by our national accrediting organization (Council on Social Work Education). Under each competency statement are several descriptions of the observable behaviors for the competency.

1-The intern is not demonstrating competence in this area, and does not give indication they will do so in the near future.
2- The intern is not demonstrating competence in this area, but gives indication they will do so in the near future.
3- The intern is demonstrating beginning competence in this area
4- The intern is demonstrating competence in this area
5- The intern is excelling in this area and demonstrating competence beyond expectations.

Please circle the number/response that best represents your assessment of the student's performance in the competency area specified. You are asked to write comments to expand upon any competency statement as this feedback is especially helpful in grade determination.

Please note: It is the faculty liaison who has the responsibility of determining the final grade for Field Practicum (Pass/Fail). The faculty liaison's grade of the student will be based on:

- The field instructor's evaluation and other submitted materials such as journals
- Contributions to the Field Seminar class discussions
- Participation in other meetings and contacts
- The faculty liaison's overall evaluation of the student's performance in field

**IMPORTANT: This form should be used for the student to self-evaluate her/his performance. The field instructor will complete the evaluation electronically after conferring with the student on the self-evaluation. After completing this form, all parties should keep copies with a signed copy for the student file.**

## Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
1A. Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context	1	2	3	4	5	1	2	3	4	5
1B. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations	1	2	3	4	5	1	2	3	4	5
1C. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication	1	2	3	4	5	1	2	3	4	5
1D. Use technology ethically and appropriately to facilitate practice outcomes	1	2	3	4	5	1	2	3	4	5
1E. Use supervision and consultation to guide professional judgment and behavior	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**

## Competency 2: Engage Diversity and Difference in Practice

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
2A. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels	1	2	3	4	5	1	2	3	4	5
2B. Present themselves as learners and engage clients and constituencies as experts of their own experiences	1	2	3	4	5	1	2	3	4	5
2C. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**

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

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
3A. Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels	1	2	3	4	5	1	2	3	4	5
3B. Engage in practices that advance social, economic, and environmental justice	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**

**Competency 4: Engage In Practice-informed Research and Research-informed Practice**

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
4A. Use practice experience and theory to inform scientific inquiry and research	1	2	3	4	5	1	2	3	4	5
4B. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings	1	2	3	4	5	1	2	3	4	5
4C. Use and translate research evidence to inform and improve practice, policy, and service delivery	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**

### Competency 5: Engage in Policy Practice

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
5A. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services	1	2	3	4	5	1	2	3	4	5
5B. Assess how social welfare and economic policies impact the delivery of and access to social services	1	2	3	4	5	1	2	3	4	5
5C. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**



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

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness.

Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
6A. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies	1	2	3	4	5	1	2	3	4	5
6B. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**

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

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
7A. Collect and organize data, and apply critical thinking to interpret information from clients and constituencies	1	2	3	4	5	1	2	3	4	5
7B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies	1	2	3	4	5	1	2	3	4	5
7C. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies	1	2	3	4	5	1	2	3	4	5
7D. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**

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

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
8A. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies	1	2	3	4	5	1	2	3	4	5
8B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies	1	2	3	4	5	1	2	3	4	5
8C. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes	1	2	3	4	5	1	2	3	4	5
8D. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies	1	2	3	4	5	1	2	3	4	5
8E. Facilitate effective transitions and endings that advance mutually agreed-on goals	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**

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

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social workers:

Circle the number the best represents the student's demonstration of competence.	Midterm					Final				
9A. Select and use appropriate methods for evaluation of outcomes	1	2	3	4	5	1	2	3	4	5
9B. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes	1	2	3	4	5	1	2	3	4	5
9C. Critically analyze, monitor, and evaluate intervention and program processes and outcomes	1	2	3	4	5	1	2	3	4	5
9D. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels	1	2	3	4	5	1	2	3	4	5

**Comments: Midterm**

**Comments: Final**

Midterm OVERALL Summary Comments:

Midterm  
Signature of Student: \_\_\_\_\_

Date: \_\_\_\_\_

Final OVERALL Summary Comments:

Final  
Signature of Student: \_\_\_\_\_

Date: \_\_\_\_\_