

**Organizational Management and Leadership Advanced Field Practicum Evaluation**

This Evaluation Form is **ONLY** For:

1. Full time Program Students in Year #2
2. Accelerated Program Students in Year #2
3. Advanced Standing Program Students
4. OYR Program Time Frame II Students in **Second** Semester of field
5. Dual Degree/Bank Street Program Students in **Second** Semester of field

# STUDENTS:

Please complete the **STUDENT INFORMATION** section (page 2). Be sure to indicate your field advisor and their email address. Go to page 15 and complete the STUDENT SELF-EVALUATION. Once completed save the document using last name first initial semester (F/Sp) year (20XX) eval (ex: anyonej.F23eval) and send to your field instructor for completion.

# FIELD INSTRUCTORS:

Your student will send you the saved document with their information completed. Please complete your assessment of the student, save the document when completed, review with student, sign by typing in names (yours and student types theirs), save again. Submit by pressing the button on the webpage and entering the information requested. You will need to type in the student information as provided then upload the saved document.

**STUDENT INFORMATION (to be completed by the student)**

**Evaluation for Semester: FALL       SPRING       SUMMER       Year:**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Today’s Date:** |  | | | |  | | | | |
| **Student First and Last Name:** | | | | |  | | | | |
| **Student's EMPL ID:** | |  | | | | |  | | |
| **Field Instructor (First and Last Name):** | | | | | | | |  |  |
| **Field Practicum Agency:** | | | |  | | | | |  |
| **Field Advisor (First and Last):** | | | | | |  | | |  |
| **Field Advisor Email:** | | |  | | | | | |  |

ASSESSMENT SCALE   
Use the following scale to assess the student's performance in the ten core areas of social work competency identified by the Council on Social Work Education:

|  |  |  |
| --- | --- | --- |
| **5 (HC)** | The student is *fully able to perform* the practice behavior with a wide range of client types and situations without any direction needed. | **Highly Competent** |
| **4** | The student is able to perform the practice behavior *with many client types* and situations and with minimal direction needed. | **Consistently Competent** |
| **3 (C)** | The student is able to perform the practice behavior *with some client types* and situations and with some direction needed. | **Competent** |
| **2** | The student is *sometimes able to perform* the practice behavior when considerable direction is provided. | **Approaching Competency** |
| **1 (NC)** | The student is *not able to perform* the practice behavior at all. | **Not Competent** |
| **NR** | Use this rating if you had insufficient evidence to rate this competency. | **Not Rated** |
| **NO** | Use this rating if the student does not have the opportunity to perform the practice behavior. | **No Opportunity** |

* At mid-year, although the student may already be competent in some areas, many areas may still be developing.
* All ratings should be substantiated through specific examples.

2.1.1 PROFESSIONAL IDENTITY   
    
*The student identifies as a professional social worker and conducts self accordingly*. 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.  
   
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No Opportunity** |
| 1. Demonstrate initiative and innovation in advocating for client access to the services of social work. |  |  |  |  |  |  |  |
| 2. Demonstrate commitment to and application of the values and ethics of the profession in practice. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in professional identity:

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2.1.2 ETHICAL PRACTICE   
    
*The student applies social work ethical principles to guide professional practice.* 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.  
   
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No Opportunity** |
| 3. Apply differential use of self in engaging organizational stakeholders in professional helping relationships. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in ethical practice:

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2.1.3 CRITICAL THINKING   
   
*The student applies critical thinking to inform and communicate professional judgments.* 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.

*Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No Opportunity** |
| 4. Collect and interpret information from multiple sources of data. |  |  |  |  |  |  |  |
| 5. Based on integration of multiple sources of knowledge, propose new models of assessment, prevention, intervention, and evaluation. |  |  |  |  |  |  |  |
| 6. Examine new models of assessment, prevention, intervention, and evaluation. |  |  |  |  |  |  |  |
| 7. Demonstrate capacity to effectively communicate findings with a broader audience. |  |  |  |  |  |  |  |
| 8. Apply critical and strategic thinking to decisions concerning the financial management of social service organizations and programs. |  |  |  |  |  |  |  |
| 9. Demonstrate knowledge about how a board of directors and an executive can create and/or operate a mission driven organization. |  |  |  |  |  |  |  |
| 10. Apply knowledge of organizations to critically strategize organizational change, including the ability of organizational actors to achieve the change they desire. |  |  |  |  |  |  |  |
| 11. Think critically about practice approaches and decisions. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in critical thinking:

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2.1.4 DIVERSITY AND DIFFERENCE IN PRACTICE   
    
*The student engages 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, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate 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.  
   
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No Opportunity** |
| 12. Formulate differential interventions that engage multiple stakeholders. |  |  |  |  |  |  |  |
| 13. Apply skills and knowledge of managing issues of diversity and difference in social services organizations, the environments in which they are embedded, and among the organizational stakeholders. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in engaging diversity and difference in practice:

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2.1.5 HUMAN RIGHTS AND SOCIAL ECONOMIC JUSTICE   
    
*The student advances 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 organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.  
   
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No Opportunity** |
| 14. Critically assess how their OML practice advances social and economic justice. |  |  |  |  |  |  |  |
| 15. Address the service needs of oppressed and vulnerable populations. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in advancing human rights and social and economic justice:

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2.1.6 RESEARCH & PRACTICE    
*The student engages in research-informed practice and practice-informed research.* 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 and qualitative research and understand scientific and ethical approaches to building knowledge.

*Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No Opportunity** |
| 16. Synthesize practice experience to develop research agenda. |  |  |  |  |  |  |  |
| 17. Utilize research to inform practice. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in engaging in research-informed practice and practice-informed research:

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2.1.7 HUMAN BEHAVIOR IN THE SOCIAL ENVIRONMENT   
    
*The student applies knowledge of human behavior and the social environment.* 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, social, cultural, psychological, and spiritual development.  
   
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No**  **Opportunity** |
| 18. Apply the knowledge of human behavior and the social environment to the development of resources for social service organizations and programs. |  |  |  |  |  |  |  |
| 19. Demonstrate awareness and understanding of how organizational change affects various stakeholder constituencies of the organization. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in applying knowledge of human behavior and the social environment:

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2.1.8 POLICY PRACTICE   
*The student engages in policy practice to advance social and economic well-being and to deliver effective social work services.* 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 services; the role of policy in service delivery; and the role of practice in policy development.   
  
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No Opportunity** |
| 20. Synthesize impact of OML policy or policies to advance social well-being. |  |  |  |  |  |  |  |
| 21. Critically evaluate relevant city, state, and federal social policies and programs that govern service delivery. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in engaging in policy practice to advance social and economic well-being and to deliver effective social work service:

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2.1.9 PRACTICE CONTEXT   
    
*The student responds to contexts that shape practice.*  
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.  
   
  
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No Opportunity** |
| 22. Apply knowledge and skills of how technology affects the organization, its employees, and its service users. Social service organizations, their service users, and their staff are all affected by the rapid and constant changes in the technical environment. |  |  |  |  |  |  |  |
| 23. Demonstrate knowledge about the planning, design, and implementation of human services and systems. |  |  |  |  |  |  |  |

Please provide at least one example of how the student has demonstrated competency in responding to contexts that shape practice:

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2.1.10(a-d) ENGAGEMENT, ASSESSMENT, INTERVENTION, EVALUATION   
    
*The student social worker (a) engages, (b) assesses, (c) intervenes, and (d) evaluates with individuals, families, groups, organizations, and communities.*  
Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation 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.   
  
2.1.10a ENGAGEMENT   
  
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No**  **Opportunity** |
| 24. Develop capacities to discern and develop leadership with those who have less power and privilege. |  |  |  |  |  |  |  |

2.1.10b ASSESSMENT

*Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No**  **Opportunity** |
| 25. Demonstrate knowledge about how to assess the processes used to determine new employee-organization fit and the other tasks of human resource management. |  |  |  |  |  |  |  |

2.1.10c INTERVENTION   
  
 *Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No**  **Opportunity** |
| 26. Apply skills and knowledge of individual behavior in groups, group behavior, and organizational dynamics. |  |  |  |  |  |  |  |

2.1.10d EVALUATION

*Assess the student's ability to:*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Not Rated** | **1(NC)** | **2** | **3(C)** | **4** | **5(HC)** | **No**  **Opportunity** |
| 27. Differentially evaluates practice effectiveness and modifies interventions accordingly or brings work to closure. |  |  |  |  |  |  |  |

Please provide at least one or two examples of how the student has demonstrated competency in engagement, assessment, intervention, and evaluation with individuals, families, groups, organizations, and communities:

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| --- |
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**OVERALL STUDENT RATING**

* Reminder, it is unlikely that many students will be highly competent in all of the practice behaviors you are evaluating particularly after just one semester or practice.

Not Competent

Approaching Competency

Competent

Consistently Competent

Highly Competent

**THIS FEEDBACK YOU PROVIDE IS CRUCIAL TO THE STUDENT’S PROFESSIONAL DEVELOPMENT (Please be as detailed as possible).**

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**SECTION FOR ADVISOR**

## STUDENT'S STRENGTHS/LIMITATIONS

INCLUDE NOTES ON ATTENDANCE AND PARTICIPATION IN PRACTICUM SEMINARS (particularly if student is receiving an INCOMPLETE- what are the expectations for change of grade? Be specific with hours and date of completion; for grade of INCOMPLETE, must include INCOMPLETE CONTRACT).

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## ADDITIONAL COMMENTS, DIRECTIONS AND GOALS FOR FUTURE LEARNING

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|  |

FOR ADVISOR: FINAL GRADE\_\_\_\_\_\_\_\_\_\_\_\_\_

STUDENT SELF-EVALUATION  
  
**How would you rate your:**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Unacceptable | Needs Improvement | | Achieves Standard | Exceeds Standard | Outstanding |
| 1. Participation in the learning process? |  | |  |  |  |  |
| 2. Growth in the development of professional values and ethics? |  | |  |  |  |  |
| 3. Growth in the development of knowledge and skills for agency-based practice. |  | |  |  |  |  |
| 4. Overall learning experience? |  | |  |  |  |  |

**COMMENTS**

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# SIGNATURES

By ***TYPING-IN YOUR FULL NAME*** you certify that the information in this evaluation is true and correct to the best of your knowledge and that all necessary parties have been informed of this evaluation.   
   
Students please also include your EMPL ID for verification. (*The EMPL ID is located on your Hunter ID card.*)

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Student's Signature**: |  | | |  | |
| **Student's EMPL ID:** |  | |  | | |
| **Field Instructor's Signature:** | |  | | **Date:** |  |