

## **Criteria for Competency Ratings for Advanced MSW Student Evaluation (rev. 8/11)**

### **N[S1] = No opportunity yet to evaluate:**

While we expect that Field Instructors will assess all of the practice behaviors for each competency area over the duration of practicum, we recognize that there may be a small number of practice behaviors which Field Instructors are not able to assess in a given quarter.

- Plan focus of learning in this area in subsequent quarter(s).
- Contact Field Faculty if needed for help determining agency-specific activities to meet practice behaviors. Please consult with Field Faculty early if you believe your site cannot offer specific learning opportunities related to any one of the required competencies or practice behaviors.
- When completing the final field evaluation, please indicate "N" (No opportunity to evaluate) if a particular practice behavior was not addressed at all in the field. If you check "No opportunity to evaluate," you will need to write in the reason[S2] .

### **1 = Student unable to demonstrate effective learning in this area:**

- Student demonstrates no understanding of advanced practice concepts.
- Has not demonstrated the willingness or ability to transfer classroom knowledge to practice at an advanced level.
- Poor awareness of values, knowledge, and skills that build advanced social work competencies.
- Limited capacity for abstract, reflective thought necessary to integrate theory into practice.
- Has not responded to Practicum Instructor, Field Faculty, or Academic Faculty coaching and guidance regarding development of critical thinking skills and theories that inform practice.

### **2 = Area of concern: IDENTIFYING PROBLEMS**

- Unable to conduct advanced practice according to ethical, theoretical, or agency standards.
- Poor motivation, attitude, communication, attendance, energy, commitment, or other failure to meet the required Standards for Essential Abilities and Attributes for Admission and Continuance in the School of Social Work.
- Unresponsive to supervisor, focused instruction, clear expectations and boundaries, guidelines or learning priorities; unable to follow a written behavior or learning improvement plan.
- Unable to understand or accept rationale for need for change or consequences of behavior (including possible termination); shows poor self-awareness or lack of empathy;
- Unable to articulate cultural or other factors in communication and behavior, relationship or placement concerns.

### **3 = Achievement of advanced competencies in process: BUILDING KNOWLEDGE AND SKILLS**

- Developing sensitivity and understanding of complex client and systems problems and potential practice solutions using models and theories from a concentration specialty.

- Able and willing to obtain and utilize information and feedback from others to develop and improve advanced practice skills.
- Building knowledge base; able to recognize, recall, and describe components of client/constituent needs and agency practice.
- Can identify and describe advanced social work concepts used in addressing complex issues; building effective communication skills.
- Able to describe concentration coursework expectations and classroom learning as related to practice setting; learning to apply course content to field.
- Building comprehension of advanced values, knowledge and skills related to human behavior in the social environment.
- Learning to conduct assessments and interventions and complete projects according to agency standards, social work principles, and concentration requirements.
- Articulates growing self-awareness regarding own cognitive and affective responses to practice and learning; uses self-reflection and feedback to inform professional development.
- Uses supervision to address questions & concerns and to learn multiple practice approaches and perspectives.

**4 = Competent at Advanced MSW student level: APPLYING KNOWLEDGE AND SKILLS EFFECTIVELY**

- Demonstrates mastery of knowledge and skills in area of social work concentration; able to explain social work frameworks to others and defend decisions using theory;
- Able to plan, implement, and evaluate assessments and interventions, using analysis of complex factors in decision-making with clients/constituents, organizations, and communities;
- Able to synthesize complex, abstract information and incorporate research knowledge into practice and evaluation;
- Demonstrates ability to work effectively with other professionals, clients/constituents, and communities;
- Demonstrates advanced knowledge and skills in cultural sensitivity and awareness in practice;
- Understands personal strengths and limitations; demonstrates commitment to continuous learning and change through self-awareness and reflection in practice;
- Displays excellent verbal and nonverbal communication skills; able to teach others effectively;
- Demonstrates professional behavior and incorporates ethical standards into practice;
- Demonstrates effective judgment and skills in autonomous practice, using supervision to plan and review practice.

**5=Exceeds competency expected of an Advanced MSW student: CONSISTENTLY ABLE TO APPLY, ARTICULATE, EVALUATE SW PRACTICE SKILLS in an AREA of CONCENTRATION**

- Consistently demonstrates mastery of advanced knowledge, values and skills at professional MSW level of practice;
- Demonstrates initiative, complex problem-solving skills, and a mastery of ethical and professional standards of practice;
- Consistently researches, creates, plans, and produces interventions to meet both routine and emerging needs of clients/constituents and agency/community;
- Demonstrates synthesis of complex, abstract, or theoretical concepts by developing projects, tools or curricula to teach or train others;
- Consistently practices autonomous use of judgment and skills informed by evidence-based knowledge; able to articulate rationale for decisions, underlying constructs, and actions;
- Consistently seeks feedback to improve practice and uses supervision to increase effectiveness;
- Able to provide leadership in practice across diverse populations, consistently demonstrating cultural awareness, sensitivity, and growing competence;
- Demonstrates advanced skills in complex analysis and leadership; systematically and effectively articulates practice components and can organize and influence others in change efforts ;
- Consistently demonstrates excellent communication and interpersonal skills and ability to work effectively with others at the highest professional levels;
- Consistently demonstrates professional behavior and Essential Abilities required of MSW students.