

MSW Concentration Learning Contract & Evaluation
Department of Social Work
St. Cloud State University

Student Name: Semester: Year: Concentration

Field Agency:

Address/City/State/Zip:

Agency Field Instructor: Phone: Email:

Agency Task Supervisor (if applicable):

Faculty Liaison:

Performance Evaluation. Student evaluation and feedback are an ongoing component of the field placement experience and happens formally through supervision meetings, as well as other informal ways. By the end of the semester, the student is expected to demonstrate beginning mastery in the application of generalist social work knowledge learned in the classroom. The student is expected to be able to apply this knowledge to practice situations, form a professional social work identity, and demonstrate beginning mastery in a variety of social work practice and roles. This evaluation should reflect the student's performance measured against the competencies and practice behaviors. Please evaluate student performance for the learning activities listed within each competency at the mid-point of the field placement, and at the conclusion of the field placement.

Student performance should be evaluated using the following rating criteria.

Outstanding (4): Student consistently demonstrates a high level of competency

Very good (3): Student performance is above average in some areas

Good/average (2): Student performance consistently meets expectations

Unsatisfactory (1): Student is below the average level of expected performance on a consistent basis.

Could Not Be Judged (CNBJ): The student has not had the opportunity to perform or field instructor has no opportunity to evaluate.

Learning Objective 1: Demonstrate Ethical and Professional Behavior

| Practice Behaviors | Learning Activities | Evidence of Completion |
|---|---------------------|------------------------|
| CPB 1 - Employ multiple strategies of ethical reasoning to manage ethical dilemmas involving practice issues, ethical conflicts and personal values | | |
| CPB 2 - Communicate professional judgments to individuals, families, groups, organizations, communities, and colleagues in both verbal and written form | | |
| CPB 3 - Effectively incorporate the use of appropriate technology to inform practice | | |
| CPB 4 - Demonstrate knowledge of skills for supervising workers and improving professional knowledge | | |
| CPB 5 - Identify and teach professional skills through a strengths perspective, areas for growth and self-assessment, while focusing on anti-oppressive relationships | | |
| Field Instructor Evaluations: | | |
| <p>Midterm:</p> <p> 4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/> </p> <p>Comments:</p> <p>Click here to enter text.</p> | | |

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| <p>Final:</p> <p>4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/></p> <p>Comments: Click here to enter text.</p> |
| Student Evaluations: |
| <p>Midterm Comments: Click here to enter text.</p> |
| <p>Final Comments: Click here to enter text.</p> |

Learning Objective 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

| Practice Behaviors | Learning Activities | Evidence of Completion |
|---|---------------------|------------------------|
| CPB 6 – Demonstrate an understanding of societal inequities fueling practice which empower individuals and communities to eliminate oppressive structural barriers. | | |
| CPB 7 - Create and/or advocate for policies that promote social, economic, and environmental justice and equity for individuals, families, groups, organizations, communities and colleagues. | | |
| CPB 8 - Demonstrate an understanding of the systemic barriers created/sustained/perpetuated by social, racial, economic, and environmental injustice and the | | |

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| necessary steps to dismantle these systems. | | |
| CPB 9 - Engage in systems change through advocacy in micro, mezzo, and macro advanced practice settings. | | |
| Field Instructor Evaluations: | | |
| <p>Midterm:</p> <p>4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/></p> <p>Comments: Click here to enter text.</p> | | |
| <p>Final:</p> <p>4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/></p> <p>Comments: Click here to enter text.</p> | | |
| Student Evaluations: | | |
| <p>Midterm Comments: Click here to enter text.</p> | | |
| <p>Final Comments: Click here to enter text.</p> | | |

Learning Objective 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice

| Practice Behaviors | Learning Activities | Evidence of Completion |
|---|---------------------|------------------------|
| <p>CPB 10 - Demonstrate an understanding of the intersectionality of a societal structure and values, personal biases and values, and life differences in practicing through an anti-racist and anti-oppressive lens.</p> | | |
| <p>CPB 11 - Demonstrate cultural humility in practice, understanding the inequities of power and resources; and bring this knowledge and practice to work with individuals, families, groups, organizations, and communities.</p> | | |
| <p>CPB 12 - Engage in dismantling racism through intentional professional development activities including cultural competency training, community engagement, and policy advocacy and practice.</p> | | |
| <p>CPB 13 - Engage in critical self-reflection regarding personal privilege, biases, and professional development needs related to anti-racist practice, diversity, equity, and inclusion in all areas of practice.</p> | | |

| Field Instructor Evaluations: | | | | | |
|--------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|-----------------------------------|
| Midterm: | 4 Outstanding | 3 Very Good | 2 Good/Average | 1 Unsatisfactory | CNBJ (Could not be Judged) |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Comments: | | | | | |
| Click here to enter text. | | | | | |
| Final: | 4 Outstanding | 3 Very Good | 2 Good/Average | 1 Unsatisfactory | CNBJ (Could not be Judged) |
| | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Comments: | | | | | |
| Click here to enter text. | | | | | |
| Student Evaluations: | | | | | |
| Midterm Comments: | | | | | |
| Click here to enter text. | | | | | |
| Final Comments: | | | | | |
| Click here to enter text. | | | | | |

Learning Objective 4: Engage in Practice-Informed Research and Research-Informed Practice

| Practice Behaviors | Learning Activities | Evidence of Completion |
|--|---------------------|------------------------|
| CPB 14 - Critically appraise and apply empirical evidence and practice experience to create strategies for change. | | |

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| CPB 15 - Design, implement, and interpret evidence-based research that meets practice needs and contributes to practice dialogue. | | |
| CPB 16 - Understand the importance of literature pertinent to research especially, and use qualitative and quantitative research designs to inform practice. | | |
| Field Instructor Evaluations: | | |
| <p>Midterm:</p> <p>4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/></p> <p>Comments: Click here to enter text.</p> | | |
| <p>Final:</p> <p>4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/></p> <p>Comments: Click here to enter text.</p> | | |
| Student Evaluations: | | |
| <p>Midterm Comments: Click here to enter text.</p> | | |
| <p>Final Comments: Click here to enter text.</p> | | |

Learning Objective 5: Engage in Policy Practice

| Practice Behaviors | Learning Activities | Evidence of Completion |
|---|---------------------|------------------------|
| CPB 17 - Evaluate the impact of policies and regulations for their effectiveness in advancing social well-being in a local and/or global context. | | |
| CPB 18 - Provide leadership that promotes social policies and program practices that advance social welfare and enhance service delivery. | | |
| CPB 19 - Advocate for effective social policy to improve client systems. | | |
| Field Instructor Evaluations: | | |
| <p>Midterm:</p> <p> 4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/> </p> <p>Comments:</p> <p>Click here to enter text.</p> | | |

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| Final: 4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/> Comments: Click here to enter text. |
| Student Evaluations: |
| Midterm Comments: Click here to enter text. |
| Final Comments: Click here to enter text. |

Learning Objective 6: Engage with Individuals, Families, Groups, Organizations, and Communities

| Practice Behaviors | Learning Activities | Evidence of Completion |
|---|---------------------|------------------------|
| CPB 20 - Develop culturally responsive relationships for practice with individuals, families, groups, organizations, communities, and colleagues. | | |
| CPB 21 - Integrate theory-based relational skills in all areas of client engagement. | | |
| CPB 22 - Maintain constant self-awareness to ensure effective client engagement. | | |

| Field Instructor Evaluations: | | | | | |
|---|--|--|---|---|---|
| Midterm: | 4 Outstanding <input type="checkbox"/> | 3 Very Good <input type="checkbox"/> | 2 Good/Average <input type="checkbox"/> | 1 Unsatisfactory <input type="checkbox"/> | CNBJ (Could not be Judged) <input type="checkbox"/> |
| Comments: Click here to enter text. | | | | | |
| Final: | 4 Outstanding <input type="checkbox"/> | 3 Very Good <input type="checkbox"/> | 2 Good/Average <input type="checkbox"/> | 1 Unsatisfactory <input type="checkbox"/> | CNBJ (Could not be Judged) <input type="checkbox"/> |
| Comments: Click here to enter text. | | | | | |
| Student Evaluations: | | | | | |
| Midterm Comments: Click here to enter text. | | | | | |
| Final Comments: Click here to enter text. | | | | | |

Learning Objective 7: Assess Individuals, Families, Groups, Organizations, and Communities

| Practice Behaviors | Learning Activities | Evidence of Completion |
|---|---------------------|------------------------|
| CPB 23 - Assess and utilize multi-level, strengths-based assessment data to inform a systematic and conceptually driven intervention process. | | |

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| CPB 24 - Assess and develop services that reflect a cognizance of overall societal and community change and context. | | |
| CPB 25 - Synthesize and select relevant theories in all aspects of practice, such as assessment, intervention and evaluation. | | |
| CPB 26 - Develop contracts with individuals, groups, community members and other stakeholders to be equal partners in change efforts. | | |
| Field Instructor Evaluations: | | |
| <p>Midterm:</p> <p>4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/></p> <p>Comments: Click here to enter text.</p> | | |
| <p>Final:</p> <p>4 Outstanding <input type="checkbox"/> 3 Very Good <input type="checkbox"/> 2 Good/Average <input type="checkbox"/> 1 Unsatisfactory <input type="checkbox"/> CNBJ (Could not be Judged) <input type="checkbox"/></p> <p>Comments: Click here to enter text.</p> | | |
| Student Evaluations: | | |
| <p>Midterm Comments: Click here to enter text.</p> | | |

Final Comments:

Click here to enter text.

Learning Objective 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

| Practice Behaviors | Learning Activities | Evidence of Completion |
|---|---------------------|------------------------|
| CPB 27 - Critically evaluate, select, and apply mutually agreed upon interventions for all system level utilizing an anti-oppressive perspective. | | |
| CPB 28 - Collaborate with multi-level systems. | | |
| CPB 29 - Develop, coordinate and implement culturally appropriate mechanisms and strategies for prevention and resolution of issues. | | |
| CPB 30 - Critically evaluate theory and evidence-based knowledge when applying it to various (micro, mezzo, macro) client systems' situations. | | |
| CPB 31 - Assess and develop services that reflect a cognizance of overall societal and community change and context. | | |

| Field Instructor Evaluations: | | | | |
|--|---|--|--|--|
| Midterm: 4 Outstanding <input type="checkbox"/> | 3 Very Good <input type="checkbox"/> | 2 Good/Average <input type="checkbox"/> | 1 Unsatisfactory <input type="checkbox"/> | CNBJ (Could not be Judged) <input type="checkbox"/> |
| Comments: Click here to enter text. | | | | |
| Final: 4 Outstanding <input type="checkbox"/> | 3 Very Good <input type="checkbox"/> | 2 Good/Average <input type="checkbox"/> | 1 Unsatisfactory <input type="checkbox"/> | CNBJ (Could not be Judged) <input type="checkbox"/> |
| Comments: Click here to enter text. | | | | |
| Student Evaluations: | | | | |
| Midterm Comments: Click here to enter text. | | | | |
| Final Comments: Click here to enter text. | | | | |

Learning Objective 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

| Practice Behaviors | Learning Activities | Evidence of Completion |
|--|---------------------|------------------------|
| CPB 32 - Analyze, monitor, evaluate, and document intervention outcomes and effectiveness. | | |
| CPB 33 - Formulate assessment and evaluation tools. | | |

| Field Instructor Evaluations: | | | | |
|--|---|--|--|--|
| Midterm: 4 Outstanding <input type="checkbox"/> | 3 Very Good <input type="checkbox"/> | 2 Good/Average <input type="checkbox"/> | 1 Unsatisfactory <input type="checkbox"/> | CNBJ (Could not be Judged) <input type="checkbox"/> |
| Comments: Click here to enter text. | | | | |
| Final: 4 Outstanding <input type="checkbox"/> | 3 Very Good <input type="checkbox"/> | 2 Good/Average <input type="checkbox"/> | 1 Unsatisfactory <input type="checkbox"/> | CNBJ (Could not be Judged) <input type="checkbox"/> |
| Comments: Click here to enter text. | | | | |
| Student Evaluations: | | | | |
| Midterm Comments: Click here to enter text. | | | | |
| Final Comments: Click here to enter text. | | | | |

Midterm Field Agency Supervisor(s) summary of student strengths and areas for growth.

[Click here to enter text.](#)

Agency Field Instructor Date

Student Intern Date

Task Supervisor (if applicable) Date

Faculty Liaison Date

Final Agency Field Instructor(s) summary of student strengths and areas for growth.

[Click here to enter text.](#)

Recommended grade: Satisfactory Unsatisfactory

Signatures

| | | | |
|-------------------------|-------|----------------|-------|
| _____ | _____ | _____ | _____ |
| Agency Field Instructor | Date | Student Intern | Date |

| | | | |
|---------------------------------|-------|-----------------|-------|
| _____ | _____ | _____ | _____ |
| Task Supervisor (if applicable) | Date | Faculty Liaison | Date |

| | |
|-----------------------------|-------|
| _____ | _____ |
| Director of Field Education | Date |