

Skidmore College Social Work Program Midterm Performance Evaluation

This Midterm Performance Evaluation Form is identical to the Intern Performance Final Evaluation Form that is due at the end of the student's Field Placement. Given the student has only been with your agency for a few weeks, some aspects of this evaluation may be difficult for you to complete. This Midterm Evaluation is designed to provide a preliminary assessment of student strengths and weaknesses, and provides a focus for further personal and professional growth during the second half of the Field Placement experience. The ratings you provide reflect an evaluation of the student's developing competencies – students are expected to demonstrate growth and skill improvement throughout the field experience.

Intern Name: _____

Date of Evaluation: _____ / _____ / _____

Supervisor: _____

Internship Site: _____

Please answer each item using the scale provided below.

- 1 = Not attempted.
- 2 = Attempted but not completed.
- 3 = Accomplished minimally.
- 4 = Accomplished satisfactorily
- 5 = Accomplished with distinction.

Upon completion of field experience student was able to:

1. Apply critical thinking skills within the context of professional social work practice.

Circle: 1 2 3 4 5

2. Understand the value base of the profession and its ethical standards and principles, and practice accordingly.

Circle: 1 2 3 4 5

3. Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.

Circle: 1 2 3 4 5

4. Understand the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.

Circle: 1 2 3 4 5

5. Understand and interpret the history of the social work profession and its contemporary structures and issues.

Circle: 1 2 3 4 5

6. Apply the knowledge and skills of generalist social work to practice with systems of all sizes.

Circle: 1 2 3 4 5

7. Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities.

Circle: 1 2 3 4 5

8. Analyze, formulate, and influence social policies.

Circle: 1 2 3 4 5

9. Evaluate research studies, apply research findings to practice, and evaluate their own practice interventions.

Circle: 1 2 3 4 5

10. Use communication skills differentially across client populations, colleagues, and communities.

Circle: 1 2 3 4 5

11. Use supervision and consultation appropriate to social work practice.

Circle: 1 2 3 4 5

12. Function within the structure of organizations and service delivery systems and seek necessary organizational change.

Circle: 1 2 3 4 5

Please answer each item using the code below.

NA = Not applicable for not enough information to form a judgment

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 = Far Above Expectations – a definite strength, performs well beyond average levels for interns

I. Basic Work Requirements

_____ Arrives on time consistently

_____ Uses time effectively

_____ Informs supervisor and makes arrangements for absences

_____ Reliability 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:

Suggested areas for further study:

II. Ethical Awareness and Conduct

_____ 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:

Suggested areas for further study: