

**Appendix P: Contract/Evaluation of Student Mastery of Field Competencies – Advanced**

**Collaborative MSW Program  
University of Wisconsin – Green Bay & University of Wisconsin - Oshkosh**

**Soc Work 729 and 730: Advanced Social Work Field Practicum III and IV  
Evaluation of Student Mastery of the Advanced Level Competencies**

Practicum Agency: \_\_\_\_\_ Agency Field Educator(s): \_\_\_\_\_

Student: \_\_\_\_\_ Academic Year: \_\_\_\_\_

Faculty Field Liaison (FFL) (Semester I): \_\_\_\_\_

Faculty Field Liaison (FFL) (Semester II): \_\_\_\_\_

This evaluation form is considered a “working document” that is used throughout the foundation level year. The student assumes responsibility for identifying practice experiences that may occur throughout the course of both fall and spring semesters that will ensure that the student achieves the Foundation Competencies. The competencies are reviewed as criteria for student evaluation and completion of the field placement requirement..

At the conclusion of each semester, the student and field educator begins the evaluation process by evaluating the student’s competency development. During the final evaluation appointment of each semester, the faculty field liaison will facilitate a discussion on the experiences in the field practicum, assess the student’s development and mastery of each foundation level competency and render a final rating. The faculty field liaison will keep the original of the document to pass on to the second semester field liaison. At the final evaluation of the academic year, a copy of the final document is given to the student and the original is kept in the student file.

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**Rating Scale:**

- 3:** Student demonstrates outstanding mastery of this competency and functions at a level equal to Masters level social workers.
- 2:** Student demonstrates adequate mastery of the competency, similar to that of beginning MSW practitioners.
- 1:** Student needs to improve performance, improve effort or broaden activities to meet the expectations of this competency.
- 0:** The student has provided no direct evidence of having accomplished the competency. The student is not addressing the competency or her/his performance does not reflect adequate progress toward mastery. If progress proceeds at the present rate, the student is unlikely to meet mastery expectations of the competency by the end of the academic year.
- NO:** The student has not had an opportunity to gain experience related to the competency and their performance cannot be measured at this field site. A student cannot graduate with an NO rating but may demonstrate competency through experience in another setting, and should secure the verification of a professional who can attest to the student's ability in this area.

Indicators rated at the 1, 0, or NO level require ongoing development. Indicators rated at "2" or "3" are considered met.

For each competency, please assess the student as if the competency were hiring criteria. In other words, what you would expect of a new MSW practitioner

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### MSW Advanced Field Rating Form

| Competency   | Spring Semester Ratings |     |     | Summer Semester Ratings |     |     |
|--|-------------------------|-----|-----|-------------------------|-----|-----|
|  | S                       | AFE | FFL | S                       | AFE | FFL |
| S= student; AFE=Agency Field Educator; FFL= Faculty Field Liaison  |                         |     |     |                         |     |     |
| Competency 1 - MSW Advanced<br>Applies an interdisciplinary orientation in the systematic change process (e.g., intake and assessment, plan development; interventions; evaluation and reassessment; and/or termination) with multi-level systems.   | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |
| Competency 2 - MSW Advanced<br>Utilizes the strengths perspective and a capacity-building approach in the systematic change process with multi-level systems.  | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |
| Competency 3 - MSW Advanced<br>Competently employs interventions that reflect principles and methodologies consistent with social work practice in community- based , family-focused settings, particularly those that reflect practice from an empowerment and strengths-based perspective. The MSW student appropriately applies such interventions relative to his/her practice methodology (Administration/Management or Advanced Direct Practice).<br>Students apply a three-step process:<br>A) Student researches and assesses best-practice interventions using an empowerment and strengths perspective framework.<br>B) Student integrates best-practice interventions into the community-based agency setting using an empowerment and strengths perspective framework.<br>C) Student evaluates impact of best-practice interventions within the community-based agency structure using an empowerment and strengths perspective framework. | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |
|  |                         |     |     |                         |     |     |
|  |                         |     |     |                         |     |     |
|  |                         |     |     |                         |     |     |
|  |                         |     |     |                         |     |     |

| Competency   | Spring Semester Ratings |     |     | Summer Semester Ratings |     |     |
|--|-------------------------|-----|-----|-------------------------|-----|-----|
|  | S                       | AFE | FFL | S                       | AFE | FFL |
| S= student; AFE=Agency Field Educator; FFL= Faculty Field Liaison  |                         |     |     |                         |     |     |
| Competency 4 - MSW Advanced<br>Provides leadership by conducting empirical research activities designed to shape more effective public/tribal family intervention practices and provide supporting data for policy changes that enhance family well-being. These activities may include qualitative or quantitative methodologies directed at needs assessment, process or summative program evaluation activities, surveys, or analyzing existing data. | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |
| Competency 5 - MSW Advanced<br>Demonstrates leadership in both collaborative and team building activities.   | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |
| Competency 6 - MSW Advanced<br>Demonstrates an understanding of resource gaps and effectively utilizes current resources, encourages resource enhancement, and/or develops new resources.  | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |
| Competency 7 - MSW Advanced<br>Demonstrates cultural competency in the systematic change process (e.g., intake and assessment, plan development; interventions; evaluation and reassessment; and/or termination) with multi-level systems.   | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |

| <b>Competency</b>  | <b>Spring Semester Ratings</b> |            |            | <b>Summer Semester Ratings</b> |            |            |
|--|--------------------------------|------------|------------|--------------------------------|------------|------------|
|  | <b>S</b>                       | <b>AFE</b> | <b>FFL</b> | <b>S</b>                       | <b>AFE</b> | <b>FFL</b> |
| <b>S= student; AFE=Agency Field Educator; FFL= Faculty Field Liaison</b>   |                                |            |            |                                |            |            |
| <b>Competency 8 - MSW Advanced</b><br>Articulates a vision for his/her leadership role in public/tribal organizational program planning and policy development informed by and grounded in organizational theory, policy analysis models, and leadership theory.   | 3                              | 3          | 3          | 3                              | 3          | 3          |
|  | 2                              | 2          | 2          | 2                              | 2          | 2          |
|  | 1                              | 1          | 1          | 1                              | 1          | 1          |
|  | 0                              | 0          | 0          | 0                              | 0          | 0          |
|  | NO                             | NO         | NO         | NO                             | NO         | NO         |
| <b>Competency 9 - MSW Advanced</b><br>Articulates program and social policy change methods directed at improving conditions for children and families that are based on social work theory and informed by the specialized needs of rural and local communities.   | 3                              | 3          | 3          | 3                              | 3          | 3          |
|  | 2                              | 2          | 2          | 2                              | 2          | 2          |
|  | 1                              | 1          | 1          | 1                              | 1          | 1          |
|  | 0                              | 0          | 0          | 0                              | 0          | 0          |
|  | NO                             | NO         | NO         | NO                             | NO         | NO         |
| <b>Competency 10 - MSW Advanced</b><br>Demonstrates knowledge of the Field Placement agency mission, goals and objectives, and critically assesses the congruence of the mission and goals with ethical social work principles of practice. MSW students engage in activities that support Field Placement agency goals and ethical practice.  | 3                              | 3          | 3          | 3                              | 3          | 3          |
|  | 2                              | 2          | 2          | 2                              | 2          | 2          |
|  | 1                              | 1          | 1          | 1                              | 1          | 1          |
|  | 0                              | 0          | 0          | 0                              | 0          | 0          |
|  | NO                             | NO         | NO         | NO                             | NO         | NO         |
| <b>Competency 11 - MSW Advanced</b><br>Demonstrates an ongoing commitment to improving individual professional practice with and on behalf of client systems through systematic and sustained evaluation of practice using multiple methods including, seeking and effectively using feedback, continuous personal reflection and assessment, and effectively integrating new learning to increase efficacy in needed areas. | 3                              | 3          | 3          | 3                              | 3          | 3          |
|  | 2                              | 2          | 2          | 2                              | 2          | 2          |
|  | 1                              | 1          | 1          | 1                              | 1          | 1          |
|  | 0                              | 0          | 0          | 0                              | 0          | 0          |
|  | NO                             | NO         | NO         | NO                             | NO         | NO         |

| Competency   | Spring Semester Ratings |     |     | Summer Semester Ratings |     |     |
|--|-------------------------|-----|-----|-------------------------|-----|-----|
|  | S                       | AFE | FFL | S                       | AFE | FFL |
| S= student; AFE=Agency Field Educator; FFL= Faculty Field Liaison  |                         |     |     |                         |     |     |
| Competency 12 - MSW Advanced<br>Effectively uses social work roles with vulnerable and oppressed client systems.   | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |
| Competency 13 - MSW Advanced<br>Possesses a working knowledge of the elements of ethical professional social work practice and uses this knowledge to successfully resolve ethical dilemmas in practice. | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |
| Competency 14 - MSW Advanced<br>Demonstrates leadership and professionalism in practice, including contributing to the professional growth and development of colleagues.                                | 3                       | 3   | 3   | 3                       | 3   | 3   |
|  | 2                       | 2   | 2   | 2                       | 2   | 2   |
|  | 1                       | 1   | 1   | 1                       | 1   | 1   |
|  | 0                       | 0   | 0   | 0                       | 0   | 0   |
|  | NO                      | NO  | NO  | NO                      | NO  | NO  |

The following indicators are specific to a student's professional performance in the classroom and therefore are evaluated only by the student and her/his Faculty Field Liaison.

| <b>Seminar Competencies</b>  | <b>Spring Semester Ratings</b> |  |     | <b>Summer Semester Ratings</b> |  |     |
|--|--------------------------------|--|-----|--------------------------------|--|-----|
|  | S                              |  | FFL | S                              |  | FFL |
| S= student; FFL= Faculty Field Liaison   | S                              |  | FFL | S                              |  | FFL |
| Understands and responds to an array of important issues with a specific client system using a systematic, multi-level, change process and intervention approach (e.g., completion of the Case Presentation assignment). | 3                              |  | 3   | 3                              |  | 3   |
|  | 2                              |  | 2   | 2                              |  | 2   |
|  | 1                              |  | 1   | 1                              |  | 1   |
|  | 0                              |  | 0   | 0                              |  | 0   |
|  | NO                             |  | NO  | NO                             |  | NO  |
| Effectively process records a client contact that demonstrates application of theory to practice (e.g., completion of the Process Recording assignment or the Integrating Theory into Your Agency Practice assignment).  | 3                              |  | 3   | 3                              |  | 3   |
|  | 2                              |  | 2   | 2                              |  | 2   |
|  | 1                              |  | 1   | 1                              |  | 1   |
|  | 0                              |  | 0   | 0                              |  | 0   |
|  | NO                             |  | NO  | NO                             |  | NO  |

Comments/Additional experiences: (please initial each comment, duplicate this page when necessary)

| Spring Semester | Summer Semester |
|-----------------|-----------------|
|                 |                 |

## Signatures

### Semester 1 (Spring-Student Learning Contract)

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

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

Agency Field Educator(s): \_\_\_\_\_

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

Faculty Field Liaison: \_\_\_\_\_

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

### Semester 1 (Spring -Final Evaluation)

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

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

Agency Field Educator(s): \_\_\_\_\_

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

Faculty Field Liaison: \_\_\_\_\_

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

**Semester 2 (Mid-placement Student Learning Contract [if needed])**

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

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

Agency Field Educator(s): \_\_\_\_\_

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

Faculty Field Liaison: \_\_\_\_\_

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

**Semester 2 (Summer -Final Evaluation)**

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

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

Agency Field Educator(s): \_\_\_\_\_

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

Faculty Field Liaison: \_\_\_\_\_

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