Reference Evaluation for Generalist Practice (First Year) Field Exemption

Applicant: ______________________________________ Date: __________________

The above individual has been accepted to the University of Wisconsin-Madison School of Social Work Full-Time MSW graduate program and has applied for an exemption from his/her first year of field practice (this is about 448 hours in a field placement after subtracting seminar hours). Responses to this questionnaire are among a number of items we will use to determine whether this individual will be granted an exemption. Please complete and submit this information according to the instructions on the cover sheet (i.e., in a signed and sealed envelope if the individual waived right to access). Thank you!

The following is a list of competencies, as measured by the practice behaviors indicated, that a student is expected to have achieved by the end of the first year field experience in order to be prepared for entry-level, generalist social work practice. Please complete the following for EACH practice behavior:

1. Rate the individual’s level of competence using the scale below for each practice behavior.
2. Provide at least ONE specific example (e.g., example of the work, copy of performance evaluations) in the comment section that would also indicate her/his level of competence.
3. If this post-BSW social work experience with you did not provide an opportunity to demonstrate competence for this item, please circle “na” for not applicable.

Please use the following scale to rate the individual’s level of competence for each of the practice behaviors:

<p>| | |</p>
<table>
<thead>
<tr>
<th></th>
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</thead>
<tbody>
<tr>
<td>5</td>
<td>Excelled in this area.</td>
</tr>
<tr>
<td>4</td>
<td>Functioned somewhat above expectations for entry level worker in this area.</td>
</tr>
<tr>
<td>3</td>
<td>Fully met the expectations for entry level social worker in this area.</td>
</tr>
<tr>
<td>2</td>
<td>Functioned somewhat below expectations for entry level social worker in this area.</td>
</tr>
<tr>
<td>1</td>
<td>Functioned significantly below expectations for entry level social worker in this area.</td>
</tr>
<tr>
<td>n/a</td>
<td>Not applicable, there was no opportunity in this post-BSW social work experience to demonstrate competence in this area.</td>
</tr>
</tbody>
</table>

If not completing on-line, please type responses and feel to use additional sheets of paper (please label each section).
**Competency 2.1.1:**  Student identifies as a professional social worker and conducts himself/herself 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.

<table>
<thead>
<tr>
<th>1.1</th>
<th>Advocates for client access to the services of social work.</th>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
<th>na</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.2</td>
<td>Practices personal reflection (e.g., recognizes strengths and areas for improvement) and self-correction to assure continual professional development (e.g., able to transfer learning from one experience to another).</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>1.3</td>
<td>Attends to professional roles &amp; boundaries.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>1.4</td>
<td>Demonstrates professional demeanor in behavior, appearance, and communication.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>1.5</td>
<td>Can identify strategies for career long learning.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>1.6</td>
<td>Uses supervision &amp; consultation effectively (e.g., achieves an appropriate balance between using supervision and consultation and acting independently).</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
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</tbody>
</table>

**Comments:**
**Competency 2.1.2: Student applies social work ethical principles to guide his or 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.

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<thead>
<tr>
<th>Step</th>
<th>Description</th>
<th>Score</th>
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<tbody>
<tr>
<td>2.1</td>
<td>Recognizes and manages personal values in a way that allows professional values to guide practice.</td>
<td>5 4 3 2 1 na</td>
</tr>
<tr>
<td>2.2</td>
<td>Makes ethical decisions by applying standards of the NASW and, as applicable, the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles.</td>
<td>5 4 3 2 1 na</td>
</tr>
<tr>
<td>2.3</td>
<td>Tolerates ambiguity in resolving ethical conflicts.</td>
<td>5 4 3 2 1 na</td>
</tr>
<tr>
<td>2.4</td>
<td>Applies strategies of ethical reasoning to arrive at principled decisions.</td>
<td>5 4 3 2 1 na</td>
</tr>
</tbody>
</table>

**Comments:**
**Competency 2.1.3: 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.

| 3.1 | Distinguishes, appraises and integrates multiple sources of knowledge including practice knowledge & wisdom with research-based knowledge. | 5 | 4 | 3 | 2 | 1 | na |
| 3.2 | Analyzes different models of assessment, prevention, intervention, & evaluation. | 5 | 4 | 3 | 2 | 1 | na |
| 3.3 | Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues. | 5 | 4 | 3 | 2 | 1 | na |

**Comments:**
**Competency 2.1.4: 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.

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<th></th>
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<th>5</th>
<th>4</th>
<th>3</th>
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<th>n/a</th>
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<tbody>
<tr>
<td>4.1</td>
<td>Practices in a way that demonstrates recognition of the extent to which a culture’s structures &amp; values may oppress, marginalize, alienate, or create or enhance privilege &amp; power.</td>
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<td>n/a</td>
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<tr>
<td>4.2</td>
<td>Articulates sufficient self-awareness to eliminate the influence of personal biases &amp; values in working with diverse groups of people.</td>
<td></td>
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<td>n/a</td>
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<tr>
<td>4.3</td>
<td>Recognizes and communicates an understanding of the importance of difference in shaping life experiences.</td>
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<td>n/a</td>
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<tr>
<td>4.4</td>
<td>Views her or himself as a learner &amp; engages those with whom s/he works as informants.</td>
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<td>n/a</td>
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**Comments:**
**Competency 2.1.5: 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.

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<tr>
<td>5.1</td>
<td>Understands the mechanisms of oppression and discrimination.</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>5.2</td>
<td>Advocates for human rights &amp; social and economic justice.</td>
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<td>4</td>
<td>3</td>
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<tr>
<td>5.3</td>
<td>Engages in practices that advance social and economic justice.</td>
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Comments:
**Competency 2.1.6: 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.

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<tr>
<td>6.1</td>
<td>Applies practice experience to inform scientific inquire (i.e., research &amp;/or assessment).</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
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<tr>
<td>6.2</td>
<td>Demonstrates skill in using research findings to improve practice (including policy &amp; social service delivery).</td>
<td>5</td>
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Comments:
Competency 2.1.7: 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.

| 7.1 | Utilizes conceptual frameworks about human behavior to guide the process of assessment, intervention, and evaluation. | 5 | 4 | 3 | 2 | 1 | na |
| 7.2 | Critiques and applies knowledge to understand person and environment. | 5 | 4 | 3 | 2 | 1 | na |

Comments:
**Competency 2.1.8: 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.

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<tr>
<td><strong>8.1</strong></td>
<td>Analyzes, formulates, and advocates for policies that advance social well-being.</td>
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<td>4</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td><strong>8.2</strong></td>
<td>Collaborates with colleagues and clients for effective policy action.</td>
<td>5</td>
<td>4</td>
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</table>

Comments:
Competency 2.1.9: 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.

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<tbody>
<tr>
<td>9.1</td>
<td>Is skilled at discovering, appraising, and attending to changing locales, populations, scientific &amp; technological developments, &amp; emerging societal trends in order to provide relevant services.</td>
<td>5</td>
<td>4</td>
<td>3</td>
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<tr>
<td>9.2</td>
<td>Provides leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.</td>
<td>5</td>
<td>4</td>
<td>3</td>
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Comments:
### Competency 2.1.10 a-d: Student engages, assesses, intervenes and 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.

<table>
<thead>
<tr>
<th></th>
<th>Description</th>
<th>Rating</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>na</th>
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</thead>
<tbody>
<tr>
<td>10.1.a</td>
<td>Substantively and affectively prepares for action with individuals, families, groups, organizations, or communities.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.2.a</td>
<td>Effectively utilizes empathy and other interpersonal skills with clients.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.3.a</td>
<td>Develops a mutually agreed-upon focus of work and desired outcomes with clients.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.4.b</td>
<td>Demonstrates ability to collect, organize, and interpret client.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.5.b</td>
<td>Assesses client/consumer strengths and limitations.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.6.b</td>
<td>Develops mutually agreed-upon intervention goals and objectives with clients.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
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<tr>
<td>10.7.b</td>
<td>Selects appropriate intervention strategies.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.8.c</td>
<td>Initiates actions to achieve organization goals.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.9.c</td>
<td>Implements prevention interventions that enhance client capacities.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.10.c</td>
<td>Assists clients in resolving problems.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.11.c</td>
<td>Negotiates, mediates, and advocates for clients.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.12.c</td>
<td>Facilitates transitions and ending.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
<tr>
<td>10.13.d</td>
<td>Critically analyzes, monitors, and evaluates interventions.</td>
<td></td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>na</td>
</tr>
</tbody>
</table>

Comments:
Please indicate how long you have known this individual: ____________________________

Please indicate what your relationship is with this individual:

_____ Supervisor (please complete section below)

_____ Other, please describe ______________________________________________________

If you have supervised this individual, please also respond to the following:

_____ Number of months you have been in this agency

_____ Number of months you have been in a supervisory role in this agency

_____ Number of months you have supervised this individual in this job

Position(s) this individual occupied in this agency while you supervised her/him:

______________________________________________________________________________

______________________________________________________________________________

How would you describe the individual’s use of supervision:

______________________________________________________________________________

______________________________________________________________________________

______________________________________________________________________________

Is there any other information that would be helpful in making this decision?

______________________________________________________________________________

______________________________________________________________________________

Name/Title: ________________________________________________

Agency: ____________________________________________________

Contact Information (phone and email please):

______________________________________________________________________________

Please check those that apply:  
MSW  ______
BSW  ______
PhD  ______
Other, please specify) ________________________________________________

Professional Certificates or Licensures: __________________________________________

THANK YOU VERY MUCH FOR YOUR TIME AND EFFORT IN COMPLETING THIS EVALUATION.