

**COLORADO MESA UNIVERSITY
SOCIAL WORK PROGRAM**

**BSW STUDENT SELF-EFFICACY ASSESSMENT (SSEA)
OF COMPETENCIES AND PRACTICE BEHAVIORS**

Student: _____

Agency: _____

Agency Supervisor: _____

Faculty Supervisor : _____

Directions: Please use this evaluation to assess yourself on the 9 core competencies and 20 practice behaviors. For each practice behavior, please complete the scale provided (1-5) and for each competency. Please provide a narrative description as indicated and appropriate. You are required to **complete each section and fill in all blanks of this assessment**. This form will be sent via email from HandShake in an electronic form each semester.

BSW EVALUATION INSTRUMENT
EVALUATION OF THE PROGRAM EDUCATIONAL OBJECTIVES

The BSW program includes three broad goals. The first goal is educational in nature and includes 9 core competencies that are integrated throughout the curriculum. These competencies have been formed on the basis of the Council on Social Work Education's Educational Policy and Accreditation Standards (EPAS) of 2022.

Each course in the program highlights competencies to ensure understanding, skill development, and engagement towards independent practice. These competencies are used as educational building blocks in a sequence of social work courses designed to prepare you as an entry-level bachelor of social work professional. Accompanying these competencies are practice behaviors that we expect you to achieve.

Consider the activities and skills identified and provide supportive documentation for this evaluation. The competencies are the desired learning results. We are interested to what extent you, the student, has accomplished these competencies, how you accomplished them, and what future development you would recommend to continue to develop this skill. Concrete examples are useful.

Rating Scale for Evaluation of Field Placement Performance

Instructions: The nine core competencies specified in this evaluation form are those established by our national accrediting organization (Council on Social Work Education). Under each competency statement are several practice behaviors that we ask you to rate according to the following scale.

Please rate yourself based on this scale for this semester:

- 1-The practicum/internship student has not met or fails to meet the basic expectations in this area.
- 2- The practicum/internship student rarely meets the expectations in this area, below expectation.
- 3- The practicum/internship student meets the basic expectations in this area and continues to develop.
- 4- The practicum/internship student is performing above expectations in this area, consistently meets
practice behaviors and continues to develop social work skills.
- 5- The practicum/internship student is excelling in this area, always exceeds requirements.

Please circle the number/response that best represents your assessment of your performance in the competency area specified. You **must** write comments to expand upon any competency statement, as this feedback is especially helpful in professional development and identifying areas of growth.

Competency 1- Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, anti-racist, and anti-oppressive lenses to understand and critique the profession's history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice. Social Workers:

<u>Practice Behaviors.</u>	FALL SEMESTER	SPRING SEMESTER
Make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context	1 2 3 4 5	1 2 3 4 5
Demonstrate professional behavior; appearance; and oral, written, and electronic communication	1 2 3 4 5	1 2 3 4 5
Use technology ethically and appropriately to facilitate practice outcomes	1 2 3 4 5	1 2 3 4 5
Use supervision and consultation to guide professional judgment and behavior	1 2 3 4 5	1 2 3 4 5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

Competency 2- Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work's role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers engage in sustainable strategies to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably, and that civil, political, economic, social, and cultural human rights are protected.

Social workers:

<u>Practice Behaviors.</u>	FALL SEMESTER					SPRING SEMESTER				
Advocate for human rights at the individual and system levels	1	2	3	4	5	1	2	3	4	5
Engage in practices that advance human rights to promote social, racial, economic, and environmental justice.	1	2	3	4	5	1	2	3	4	5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

Competency 3- Engage Anti-racism, Diversity, Equity, and Inclusion in Practice

Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and policy and research. Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion. The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that this intersectionality means that a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege and power. Social workers understand the societal and historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination, and they recognize the extent to which a culture's structures and values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power and systemically oppress, marginalize, and alienate.

Social workers:

<u>Practice Behaviors.</u>	FALL SEMESTER	SPRING SEMESTER
Demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels	1 2 3 4 5	1 2 3 4 5
Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences	1 2 3 4 5	1 2 3 4 5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

Competency 4- Engage in Practice-informed Research and Research-informed Practice.

Social workers use ethical, culturally informed, and anti-racist and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.

Social workers:

<u>Practice Behaviors.</u>	FALL SEMESTER					SPRING SEMESTER				
Apply research findings to inform and improve practice, policy, and programs	1	2	3	4	5	1	2	3	4	5
Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work	1	2	3	4	5	1	2	3	4	5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

Competency 5- Engage in Policy Practice

Social workers identify social policy at the local, state, federal, and global level that affects well-being, human rights and justice, service delivery, and access to social services. Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights-based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

<u>Practice Behaviors.</u>	FALL SEMESTER					SPRING SEMESTER				
Use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services	1	2	3	4	5	1	2	3	4	5
Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice	1	2	3	4	5	1	2	3	4	5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

Competency 6- Engage with Individuals, Families, Groups, Organizations, and Communities.

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of individuals, families, groups, organizations, and communities.

Social workers value the importance of human relationships. Social workers understand theories of human behavior and person-in-environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers are self-reflective and understand how bias, power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies. Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Social workers:

<u>Practice Behaviors.</u>	FALL SEMESTER					SPRING SEMESTER				
Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks to engage with clients and constituencies	1	2	3	4	5	1	2	3	4	5
Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies	1	2	3	4	5	1	2	3	4	5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

Competency 7- Assess Individuals, Families, Groups, Organizations, and Communities

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies, including individuals, families, groups, organizations, and communities. Assessment involves a collaborative process of defining presenting issues and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making.

Social workers:

<u>Practice Behaviors.</u>	FALL SEMESTER					SPRING SEMESTER				
Apply theories of human behavior and person in environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies, and	1	2	3	4	5	1	2	3	4	5
Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing mutually agreed-on goals	1	2	3	4	5	1	2	3	4	5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

Competency 8- Intervene with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice. Social workers understand theories of human behavior, person-in-environment, and other multidisciplinary theoretical frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.

Social workers:

<u>Practice Behaviors.</u>	FALL SEMESTER	SPRING SEMESTER
Engage with clients and constituencies to critically choose and implement culturally responsive, evidenced-informed interventions to achieve mutually agreed-on goals, and	1 2 3 4 5	1 2 3 4 5
Incorporate culturally responsive methods to negotiate, mediate, and advocate, with and on behalf of clients and constituencies	1 2 3 4 5	1 2 3 4 5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

Competency 9- Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with and on behalf of diverse individuals, families, groups, organizations, and communities. Social workers evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

Social workers:

<u>Practice Behaviors.</u>	FALL SEMESTER					SPRING SEMESTER				
Select and use culturally responsive methods for evaluation of outcomes	1	2	3	4	5	1	2	3	4	5
Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities	1	2	3	4	5	1	2	3	4	5

Areas of Growth / Areas of Competence

Comments: Fall Semester

Comments: Spring Semester

_____ **SEMESTER - Please check one of the following:**

_____ **Below Proficiency:** Student is unable to demonstrate proficiency in the understanding of core competencies, practice behaviors, and social work values.

_____ **Average Proficiency:** Student is able to demonstrate average proficiency in the understanding of core competencies, practice behaviors, and social work values.

_____ **Excellent Proficiency:** Student is able to demonstrate excellent proficiency in the understanding of core competencies, practice behaviors, and social work values

Fall Semester Additional Comments:

Student's Signature: _____ Date: _____

Agency Supervisor Signature: _____ Date: _____

Faculty Signature: _____ Date: _____