

**Creighton University Department of Social Work**

<b>Rating Scale:</b>	<b>10.0 - 9.3</b> Outstanding Level of Performance	<b>9.2 - 8.7</b> High Level of Performance	<b>8.6 - 8.3</b> Noteworthy Level of Performance	<b>8.2 - 7.7</b> Performance Beyond Basic Expectations	<b>7.6 - 7.3</b> Satisfactory Performance	<b>7.2 and Below</b> Inferior Performance
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	Student 1	Student 2	Student 3	Student 4	Student 5	Student 6	Student 7
<b>EPAS 2.1.1 Identify as a professional social worker and conduct oneself accordingly</b>							
<b>Advocate for client access to the service of social work, i.e., Follow a client referral to assess client access to services; make appropriate referrals</b>	8.5						
<b>Demonstrate professional demeanor in behavior, appearance, and communication, i.e., differentiates between persona, professional, and social roles with clients and colleagues in the host agency; dresses appropriately, is on time and present when expected; interacts professionally with clients, colleagues, and staff</b>	9.5	9.2	9.3	9.8	9.4		8.9
<b>Use supervision and consultation, i.e., Prepares an agenda for supervision, uses supervision to increase self-awareness of professional strengths and growth areas; responds to feedback from supervisor. asks questions</b>	8.5	9.4	9.2	10	9	9	8.4
		9.4	8.6	10	8.6	9	9.3
<b>EPAS 2.1.2 Apply social work ethical principles to guide professional practice.</b>							
<b>Tolerate ambiguity in resolving ethical conflicts, i.e., Identify values that influence client perceptions and choices, identifies how their values help or interfere with social work practice</b>	9	9.3	9	9.7	8.9	8.5	9
<b>EPAS 2.1.3 Apply critical thinking to inform and communicate professional judgments</b>							

**Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues, i.e., accurately understands the context related to the problem, question, or issue; identifies what problems, questions, or issues need to be addressed**

9.5      9.4      9.3      10      9.4      8      8.6

**EPAS 2.1.4 Engage diversity and difference in practice**

**Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups, i.e., demonstrates an awareness of and a respect for the positive value of human commonalities and differences, especially in relation to age, class, color, culture disability, ethnicity, family structure, gender, marital structure, sexual orientation, mental ability and socio-economic status; pursues information that will enhance their understanding of the diversity encountered in the host agency**

9.3      9.5      8.9      10      9.7      9.5      9.3

**EPAS 2.1.7 Knowledge of Human Behavior and Social Environment**

**Utilize conceptual frameworks to guide the processes of assessment, intervention and evaluation, i.e., demonstrates knowledge about the social issues and environmental factors commonly encountered by the individuals, families, groups, organizations, and communities served by the host agency; uses the ecological perspective to guide assessment, goal setting, and interventions at the host agency**

9      9.2      9.2      9.8      9.5      8.5      8.8

**EPAS 2.1.8 Policy Practice-Advance Social/Economic Justice**

**Analyze, formulate, and advocate for policies that advance social well-being, i.e., acquire knowledge about internal and external policies, programs, and practices that impact the agency; assesses unmet needs or social problems in the organization and/or community**

8.5      9.5      8.7      9.5      9.3      8      9.3

**EPAS 2.1.10 Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities**

**Use empathy and other interpersonal skills, i.e., uses active listening skills, initiates appropriate conversations with clients and colleagues**

9.5      9.5      9.5      10      9.6      9.5      9.3

**Develop a mutually agreed-on focus of work and desired outcomes, i.e. collaborates with clients to define an issue/problem or concern and develop a strategy to move towards an outcome**

9      9.4      9.3      9.7      9.4      9      8.6

**Collect, organize, and interpret client data, i.e., prepares a social history, collecting data from a variety of sources; is clear and objective in documentation**

9      9.4      9.4      9.5      9.5      9      9.2

**Assess client strengths and limitations, i.e., assesses client capacity and challenges to achieve goals**

9      9.5      9.3      9.8      9.5      8.6      8.8

**Initiate actions to achieve organizational goals, i.e, good awareness of the host agency and the relationship within the community; presents in a professional manner when representing the agency**

9      9.4      9.3      9.8      9.3      8      8.8

**Help clients resolve problems, i.e., engages clients effectively and efficiently; develops knowledge of services offered by the host agency and referral agencies**

8.7      9.3      9.3      9.8      9.3      8.7      8.9

**Negotiate, mediate, and advocate for clients, i.e., demonstrates an awareness of the practice of advocacy, empowerment and sustainability with clients and populations**

8.7      9.3      9.3      9.7      9.4      9.1      8.7