TO THE APPLICANT

Complete the section below and send this form to your recommender with a self-addressed stamped envelope.

Name of Applicant _____________________________ Phone: _____________________________ Date _____________________________

Under the Family Rights and Privacy Act of 1974, you have the right to review your official College student records. If you wish to waive that right in the case of this recommendation please sign here. Your waiver will in no way affect your decision on your application.

Signature of Applicant _____________________________ Date _____________________________

TO BE COMPLETED BY THE EVALUATOR

Please rate the level of skill in under each category with Highly Skilled, Skilled, Above Average Level of Skill, Not Very Skilled, Not at all Skilled or No Option to Observe.

A. Identify as a professional social worker and conduct oneself accordingly

1. Practice personal reflection and self-correction to assure continual professional development

(Select one only)

☐ Highly Skilled ☐ Not very Skilled
☐ Skilled ☐ Not at all Skilled
☐ Average Level of Skill ☐ No Option to Observe

2. Effectively utilize supervision and consultation

(Select one only)

☐ Highly Skilled ☐ Not very Skilled
☐ Skilled ☐ Not at all Skilled
☐ Average Level of Skill ☐ No Option to Observe

3. Demonstrate professional use of self with clients

(Select one only)

☐ Highly Skilled ☐ Not very Skilled
☐ Skilled ☐ Not at all Skilled
☐ Average Level of Skill ☐ No Option to Observe

4. Develop, manage, and maintain relationships with clients within the person-in-environment and strengths-based perspectives

(Select one only)

☐ Highly Skilled ☐ Not very Skilled
☐ Skilled ☐ Not at all Skilled
☐ Average Level of Skill ☐ No Option to Observe

5. Demonstrate understanding of the social work role in organizational settings

(Select one only)

☐ Highly Skilled ☐ Not very Skilled
☐ Skilled ☐ Not at all Skilled
☐ Average Level of Skill ☐ No Option to Observe
### B. Apply social work ethical principles to guide professional practice

1. Recognize and manage personal values in a way that allows professional values to guide practice

   (Select one only)
   - [ ] Highly Skilled
   - [ ] Skilled
   - [ ] Average Level of Skill
   - [ ] Not very Skilled
   - [ ] Not at all Skilled
   - [ ] No Option to Observe

2. Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principle

   (Select one only)
   - [ ] Highly Skilled
   - [ ] Skilled
   - [ ] Average Level of Skill
   - [ ] Not very Skilled
   - [ ] Not at all Skilled
   - [ ] No Option to Observe

3. Tolerate ambiguity in resolving ethical conflicts

   (Select one only)
   - [ ] Highly Skilled
   - [ ] Skilled
   - [ ] Average Level of Skill
   - [ ] Not very Skilled
   - [ ] Not at all Skilled
   - [ ] No Option to Observe

4. Apply strategies of ethical reasoning to arrive at principled decisions

   (Select one only)
   - [ ] Highly Skilled
   - [ ] Skilled
   - [ ] Average Level of Skill
   - [ ] Not very Skilled
   - [ ] Not at all Skilled
   - [ ] No Option to Observe

5. Identify and use knowledge of relationship dynamics, including an awareness of potential misuses of power in the worker-client relationship

   (Select one only)
   - [ ] Highly Skilled
   - [ ] Skilled
   - [ ] Average Level of Skill
   - [ ] Not very Skilled
   - [ ] Not at all Skilled
   - [ ] No Option to Observe

Additional Comments:
### C. Apply critical thinking to inform and communicate professional judgments

1. Identify and evaluate multiple sources of knowledge, including research-based knowledge and practice wisdom
   - (Select one only)
     - [x] Highly Skilled
     - [ ] Skilled
     - [ ] Average Level of Skill
     - [ ] Not very Skilled
     - [ ] Not at all Skilled
     - [ ] No Option to Observe

2. Engage in reflective practice
   - (Select one only)
     - [x] Highly Skilled
     - [ ] Skilled
     - [ ] Average Level of Skill
     - [ ] Not very Skilled
     - [ ] Not at all Skilled
     - [ ] No Option to Observe

3. Analyze models of assessment, prevention, intervention, and evaluation
   - (Select one only)
     - [x] Highly Skilled
     - [ ] Skilled
     - [ ] Average Level of Skill
     - [ ] Not very Skilled
     - [ ] Not at all Skilled
     - [ ] No Option to Observe

4. Communicate professional judgments to other social workers and to professionals from other disciplines, in both verbal and written form
   - (Select one only)
     - [x] Highly Skilled
     - [ ] Skilled
     - [ ] Average Level of Skill
     - [ ] Not very Skilled
     - [ ] Not at all Skilled
     - [ ] No Option to Observe

Additional Comments:

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### D. Engage diversity and difference in practice

1. Recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power
   - (Select one only)
     - [x] Highly Skilled
     - [ ] Skilled
     - [ ] Average Level of Skill
     - [ ] Not very Skilled
     - [ ] Not at all Skilled
     - [ ] No Option to Observe

2. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups
   - (Select one only)
     - [x] Highly Skilled
     - [ ] Skilled
     - [ ] Average Level of Skill
     - [ ] Not very Skilled
     - [ ] Not at all Skilled
     - [ ] No Option to Observe

3. Recognize and communicate their understanding of the importance of difference in shaping life experiences
   - (Select one only)
     - [x] Highly Skilled
     - [ ] Skilled
     - [ ] Average Level of Skill
     - [ ] Not very Skilled
     - [ ] Not at all Skilled
     - [ ] No Option to Observe
4. View themselves as learners and engage those with whom they work as informants

(Select one only)

- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

Additional Comments:

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E. Advance human rights and social and economic justice

1. Understand the forms and mechanisms of oppression and discrimination

(Select one only)

- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

2. Advocate for human rights and social and economic justice

(Select one only)

- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

3. Engage in practices that advance social and economic justice

(Select one only)

- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

Additional Comments:

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F. Engage in research-informed practice and practice-informed research

1. Use practice experience to inform scientific inquiry

(Select one only)

- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe
2. Use research findings to inform practice

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill
- Not very Skilled
- Not at all Skilled
- No Option to Observe

Additional Comments:

G. Apply knowledge of human behavior and the social environment.

1. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill
- Not very Skilled
- Not at all Skilled
- No Option to Observe

2. Critique and apply knowledge to understand person and environment

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill
- Not very Skilled
- Not at all Skilled
- No Option to Observe

Additional Comments:

H. Engage in policy practice to advance social and economic well-being and to deliver effective social work services

1. Facilitate client self-advocacy

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill
- Not very Skilled
- Not at all Skilled
- No Option to Observe

2. Analyze, formulate, and advocate for policies that advance social well-being

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill
- Not very Skilled
- Not at all Skilled
- No Option to Observe
3. Collaborate with colleagues and clients for effective policy action

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill

Additional Comments:

I. Respond to contexts that shape practice

1. Attend to changing locales and populations, and emerging societal trends to provide relevant services

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill

2. Attend to scientific and technological advances to provide relevant services

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill

3. Assess the quality of clients’ interactions within their social contexts

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill

Additional Comments:

J. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

Engagement

1. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities

(Select one only)

- Highly Skilled
- Skilled
- Average Level of Skill

Additional Comments:
### 2. Use empathy and other interpersonal skills

**Select one only**
- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

### 3. Engage in a collaborative goal setting process

**Select one only**
- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

### Additional Comments:

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### Assessment

#### 4. Collect, organize, and interpret client data

**Select one only**
- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

#### 5. Assess client strengths and limitations

**Select one only**
- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

#### 6. Select appropriate intervention strategies

**Select one only**
- [ ] Highly Skilled
- [ ] Skilled
- [ ] Average Level of Skill
- [ ] Not very Skilled
- [ ] Not at all Skilled
- [ ] No Option to Observe

### Additional Comments:
### Intervention

7. Initiate actions to achieve organizational goals

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8. Implement prevention interventions that enhance client capacities

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9. Help clients resolve problems

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10. Negotiate, mediate, and advocate for clients

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11. Facilitate transitions and ending

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**Additional Comments:**

### Evaluation

12. Critically analyze, monitor, and evaluate interventions

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**Please Print**

Name ____________________________________________ Title / Position ____________________________________________

Agency __________________________________________________________

Telephone & Email ______________________________________________________

Signature ____________________________________________ Date __________________________