

EXPLANATION OF THE EVALUATION PROCESS

To evaluate the student's social work practice competence, the field instructor and student jointly review the student's performance in terms of the criteria specified in this evaluation instrument. Following their review and discussion, the field instructor completes this instrument using the following scale to evaluate the student's practice performance:

- 5 = Outstanding. Student consistently exceeds criteria.**
- 4 = Very good. Student meets criteria all the time, exceeds at times.**
- 3 = Good/Acceptable. Student meets criteria.**
- 2 = Needs Improvement. Student meets criteria inconsistently.**
- 1 = Unacceptable. Student rarely or never meets criteria.**
- NA = Does not apply**

The Field Practicum III section of this form should be completed when student finishes the first 225 hours of placement. The Field Practicum IV section of the form should be completed after the student finishes the second 225 hours of placement. This evaluation instrument is designed to allow field instructors and students to track progress on related objectives in Field Practicum III and Field Practicum IV and to compare and contrast mastery of the objectives across semesters.

Following completion of the instrument, the student reviews it and writes comments in the section indicated. If the student wishes, he or she may append an additional statement to the instrument. Finally, the field instructor and student both sign and date the instrument. The field instructor sends the instrument to the Office of Field Education, as described below. The Office of Field Education forwards the form to the faculty field liaison, who reviews and confirms the grade recommendations.

Instructions for Field Practicum III Evaluation

Field Instructor should:

- 1). Retain the original copy of this document for use in evaluation of Field Practicum IV;
- 2). Send one copy with original signatures to the Office of Field Education;
- 3). Provide a copy to student.

Instructions for Field Practicum IV Evaluation

Field Instructor should:

- 1). Make 2 copies of signed document so that both field instructor and student have one for their individual files;
- 2). Send the original document, with signatures, to the Office of Field Education

FIELD PRACTICUM III

1. Identify and explain the nature of social work in the field of _____.
(concentration)

	5	4	3	2	1	
						NA

2. Exhibit an understanding of the roles of professionals, non-professionals, client and citizens in a complex multidisciplinary field of practice.

	5	4	3	2	1	
a. <u>Communicates appropriately with professionals, non-professionals, clients and citizens.</u>						NA
b. <u>Articulates the roles and responsibilities of social work in relation to other professionals, non-professionals, clients and citizens.</u>						NA

COMMENT: _____

FIELD PRACTICUM IV

1. Function effectively as a member of an interdisciplinary team with sensitivity to differences in professional knowledge, roles, and values.

	5	4	3	2	1	
a. <u>Contributes effectively to the work of the team.</u>						NA
b. <u>Demonstrates interdisciplinary assessment and planning processes and procedures.</u>						NA
c. <u>Form effective relationships with other team members.</u>						NA
d. <u>Evaluates the effectiveness of assessment and planning in the context of the team effort.</u>						NA

COMMENT: _____

FIELD PRACTICUM III

3. Describe the major policies and programs which form the context of social work interventions in the field of _____.
(concentration)

- a. Identifies the major policies and programs that affect social work practice in/with _____.
(concentration) 5 4 3 2 1 NA
- b. Explains the relationship of those policies and programs to the specific work of the placement agency. 5 4 3 2 1 NA
- c. Articulates the positive and negative consequences of specific policies on client systems. 5 4 3 2 1 NA

COMMENT: _____

FIELD PRACTICUM IV

2. Demonstrate ability to apply knowledge of social policy in the field of _____
(concentration) including the ways it influences one's own practice.

- a. Clearly communicates policy issues and their consequences to professionals, non-professionals, clients and citizens. 5 4 3 2 1 NA
- b. Engages in appropriate and effective social work practice reflective of current social and/or agency policy. 5 4 3 2 1 NA
- c. Advocate for policy change when current social and/or agency policy is determined to have negative consequences for specific client systems. 5 4 3 2 1 NA

COMMENT: _____

FIELD PRACTICUM III

4. Identify the theoretical and empirical knowledge of human behavior pertinent to the clients served in the field of

_____ (concentration)

or to the organization, administration and planning of services for those clients.

- | | | | | | | |
|---|---|---|---|---|---|----|
| a. Articulate the treatment/intervention issues for client systems. | 5 | 4 | 3 | 2 | 1 | NA |
| b. Identifies specific human behavior and organizational theories that will direct client system interventions. | 5 | 4 | 3 | 2 | 1 | NA |

COMMENT: _____

FIELD PRACTICUM IV

3. Demonstrate ability to apply theoretical and empirical knowledge of human behavior pertinent to the clients served in the field of

_____ (concentration)

or to the organization, administration and planning of services for those clients.

- | | | | | | | |
|---|---|---|---|---|---|----|
| a. Create an intervention plan based upon one or more theoretical constructs. | 5 | 4 | 3 | 2 | 1 | NA |
| b. Implement the intervention plan consciously utilizing appropriate theoretical and empirical knowledge. | 5 | 4 | 3 | 2 | 1 | NA |

COMMENT: _____

FIELD PRACTICUM III

5. Discuss the various intervention models, methods, and skills as used by social workers in the field of

_____.

(concentration)

- | | | | | | | |
|--|---|---|---|---|---|----|
| a. Identify intervention models, methods and skills used in the placement agency. | 5 | 4 | 3 | 2 | 1 | NA |
| b. Relate specific models, methods and skills to the steps in the problem solving process (relationship-building, problem identification, assessment, intervention planning, implementation and evaluating). | 5 | 4 | 3 | 2 | 1 | NA |
| c. Articulate choice of specific models, methods and skills in relation to one's own practice strengths and limitations. | 5 | 4 | 3 | 2 | 1 | NA |

COMMENT: _____

FIELD PRACTICUM IV

4. Make appropriate and effective application of social work models, methods, and skills in the field of

_____.

(concentration)

- | | | | | | | |
|---|---|---|---|---|---|----|
| a. Implement intervention plans using appropriately selected models, methods and skills. | 5 | 4 | 3 | 2 | 1 | NA |
| b. Demonstrate flexibility in the use of models, methods and skills to respond appropriately to changing client system needs. | 5 | 4 | 3 | 2 | 1 | NA |

COMMENT: _____

FIELD PRACTICUM III

6. Demonstrate an ability to integrate social work research in the field of

_____ (concentration)

- a. Articulate research questions appropriate to the practice of the placement agency. 5 4 3 2 1 NA
- b. Define research strategies that can address specific research questions. 5 4 3 2 1 NA

COMMENT: _____

FIELD PRACTICUM IV

5. Demonstrate an ability to produce social work research in the field of

_____ (concentration)

- a. Design a research strategy appropriate to practice in the placement agency. 5 4 3 2 1 NA
- b. Implement the research design. 5 4 3 2 1 NA
- c. Present research results to agency staff; summarizing new knowledge generated. 5 4 3 2 1 NA
- d. Discuss the potential impact of this new knowledge on agency practice. 5 4 3 2 1 NA

COMMENT: _____

FIELD PRACTICUM III

7. Demonstrate an understanding of the ways in which interventions in (concentration)
practice must be sensitive to women, minorities of color, gay and lesbian persons, and the most economically disadvantaged including issues related to social class in the field of

(concentration)

- | | | | | | | |
|--|---|---|---|---|---|----|
| a. Articulates a commitment to social work practice that is sensitive to women, minorities of color, gay and lesbian persons, and the most economically disadvantaged. | 5 | 4 | 3 | 2 | 1 | NA |
| b. Takes initiative to discuss one's own biases and their impact on practice relationships and interventions. | 5 | 4 | 3 | 2 | 1 | NA |
| c. Actively seeks new knowledge that will increase understanding and sensitivity. | 5 | 4 | 3 | 2 | 1 | NA |

COMMENT: _____

FIELD PRACTICUM IV

6. Demonstrate skills in applying appropriate intervention models with sensitivity to women, minorities of color, gay and lesbian persons, and the most economically disadvantaged including issues, related to social class in the field of _____ (concentration)

- | | | | | | | |
|--|---|---|---|---|---|----|
| a. Communicates with authenticity and empathy. | 5 | 4 | 3 | 2 | 1 | NA |
| b. Collect appropriately relevant data which results in assessments that account for the special needs of women, minorities of color, gay and lesbian persons and the most economically disadvantaged. | 5 | 4 | 3 | 2 | 1 | NA |
| c. Observes, records and reports with sensitivity to maximizing client system strengths. | 5 | 4 | 3 | 2 | 1 | NA |
| d. Constructs intervention plans that take into account the unique issues associated with special populations. | 5 | 4 | 3 | 2 | 1 | NA |
| e. Demonstrates knowledge of and sensitivity to the role of power differentials in practice relationships. | 5 | 4 | 3 | 2 | 1 | NA |
| f. Evaluates impact of one's own biases on practice and takes initiative to address these in supervision. | 5 | 4 | 3 | 2 | 1 | NA |

COMMENT: _____

FIELD PRACTICUM IV

7. Demonstrate ability to identify and suggest measures for countering discriminatory practices encountered in the field of

_____.

(concentration)

a. Takes initiative to observe, identify and discuss in supervision discriminatory practices.	5	4	3	2	1	NA
b. Identifies laws, policies, and agency procedures that respond to discriminatory practices.	5	4	3	2	1	NA
c. Articulates the appropriate target and level of intervention.	5	4	3	2	1	NA
d. Analyzes the differences in taking action within the agency structure and outside of the agency structure in terms of outcome.	5	4	3	2	1	NA
e. Advocates for the elimination of discriminatory practices.	5	4	3	2	1	NA

COMMENT: _____

FIELD PRACTICUM III

8. Articulates the value and ethical issues as they are manifested in the field of _____
(concentration)

- a. Articulates the distinction between opinion or hypothesis and knowledge in professional communication. 5 4 3 2 1 NA
- b. Identifies and manages own personal biases, values and experiences, especially when in conflict with those of the client system. 5 4 3 2 1 NA
- c. Identifies administration and planning ethical issues in relation to the work and operation of the placement agency. 5 4 3 2 1 NA

COMMENT: _____

FIELD PRACTICUM IV

8. Make complex decisions based on social work values and ethical considerations within the context of the field of _____
(concentration)

- a. Identifies ethical dilemmas that arise during social work practice in the field of _____
(concentration) 5 4 3 2 1 NA
- b. Uses a framework for analyzing ethical dilemmas and evaluates alternative practices responses. 5 4 3 2 1 NA
- c. Resolves the ethical dilemma communicating decisions effectively to clients, colleagues and others as necessary. 5 4 3 2 1 NA
- d. Analyzes the ethical dilemma in relation to continuing agency policy, recommending policy changes if necessary. 5 4 3 2 1 NA

COMMENT: _____

FIELD PRACTICUM III

9. Demonstrate a strong professional identity as an advanced social worker with a commitment to learning and contribution to the field of _____ (concentration) _____
- 5 4 3 2 1 NA
- a. Demonstrates an ability to evaluate and articulate one's own strengths and limitations when practicing in the field of _____
- 5 4 3 2 1 NA
- b. Uses supervision as a resource for professional growth and development.
- 5 4 3 2 1 NA
- c. Takes initiative to seek consultation when needed.
- 5 4 3 2 1 NA
- d. Takes initiative to locate professional readings and other resources to inform and improve skills and practice.
- 5 4 3 2 1 NA

COMMENT: _____

FIELD PRACTICUM IV

9. Demonstrate an ability to evaluate the effectiveness of practice interventions.
- 5 4 3 2 1 NA
- a. Evaluates effectiveness of practice interventions in the field of _____ (concentration) _____
- 5 4 3 2 1 NA
- b. Acts from a sound knowledge base to make revisions as necessary.
- 5 4 3 2 1 NA
- c. Uses educational contract to articulate and modify goals and plans for continued learning.
- 5 4 3 2 1 NA

COMMENT: _____

FIELD PRACTICUM IV

10. Exhibit advanced leadership skills in the context of the field of _____
(concentration)

to insure high quality and quantity of services for people, create a more just society, and combat oppression in all its forms.

a. Articulates power inequities/injustice on both micro and macro levels.	5	4	3	2	1	NA
b. Confronts and addresses inequities appropriately.	5	4	3	2	1	NA
c. Demonstrates commitment to address the needs of diverse populations that are vulnerable or oppressed.	5	4	3	2	1	NA
d. Demonstrates leadership skills by working collaboratively with clients, community leaders, and professionals in the pursuit of social, economic, and political justice.	5	4	3	2	1	NA

COMMENT: _____

FIELD PRACTICUM IV

11. Articulate a plan for professional growth, continued professional education, and membership in the GSSW Alumni Association and appropriate professional organizations.

a. Takes initiative to locate and participate in continuing education opportunities.	5	4	3	2	1	NA
b. Develops plan to prepare for licensing examination.	5	4	3	2	1	NA
c. Discusses professional membership opportunities with field instructor.	5	4	3	2	1	NA

COMMENT:

**SUMMARY OF STUDENT ACHIEVEMENT
OF CONCENTRATION FIELD INSTRUCTION LEARNING OBJECTIVES
(Field Practicum III Only)**

I. Student's Strengths:

II. Student's Limitations or Areas Identified for Additional Experience

III. Student's Comments

Grade Recommendation: _____ Satisfactory _____ Unsatisfactory

Signature of Field Instructor

Date

Signature of Student

Date

Signature of Faculty Liaison

Date

**SUMMARY OF STUDENT ACHIEVEMENT
OF CONCENTRATION FIELD INSTRUCTION LEARNING OBJECTIVES
(For Field Practicum IV Only)**

I. Student's Strengths:

II. Student's Limitations or Areas Identified for Additional Experience

III. Student's Comments

Grade Recommendation: _____ Satisfactory _____ Unsatisfactory

Signature of Field Instructor

Date

Signature of Student

Date

Signature of Faculty Liaison

Date