

Evaluation Instrument*

This evaluation instrument addresses the learning objectives for the Foundation Semester, Field Practicum I. They represent competencies to be achieved by the end of the semester.

Ratings of each objective must be supported by content in the “Evidence to support rating” section for that particular objective. “Evidence to support rating” may also serve to highlight outstanding abilities. The “Strategies to increase competence” should include ways in which the specific objective can be further addressed.

On the scale provided after each objective, please indicate *level of performance* by placing an X in the appropriate box.

- UP Unacceptable Progress**
Never demonstrates awareness, knowledge and skills as a graduate social work intern
- IP Insufficient Progress**
Rarely demonstrates awareness, knowledge and skills as a graduate social work intern
- EC Emerging Competence**
Inconsistently demonstrates awareness, knowledge and skills as a graduate social work intern
- C Competence**
Consistently demonstrates awareness, knowledge and skills as a graduate social work intern
- AC Advanced Competence**
Expertly demonstrates awareness, knowledge and skills as a graduate social work intern

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. The student then 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. The Office of Field Education forwards the form to the faculty field liaison, who reviews and confirms the grade recommendation.

* The structure of this instrument and the rating scale were developed by the Office of Field Education at University of Texas at Austin. The content is specific to the field education program at the University of Houston Graduate College of Social Work.

A. VALUES AND ETHICS: Demonstrate an understanding of how personal and professional values guide the assessment process.

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Identify personal values that may influence the assessment process.
2. Demonstrate conscious value based and ethical behavior during the assessment process in professional communication and documentation.

Evidence to support rating:

Strategies to increase competence:

B. DIVERSITY: Assess client systems without discrimination and with respect, knowledge and skill

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Describe one's own stereotypes and biases toward diverse cultures and population groups.
2. Articulate how those stereotypes and biases might skew an assessment.
3. Conduct assessments and critique the outcome in relation to non-discrimination.

Evidence to support rating:

Strategies to increase competence:

C. OPPRESSION AND SOCIAL CHANGE: Address relevant issues of oppression and social change when completing an assessment

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Identify how the assessment process may contribute to or diffuse oppression.
2. Conduct an assessment that has the potential to diffuse oppression and evaluate the outcome.
3. Articulate how the assessment process may affect social change.

Evidence to support rating:

Strategies to increase competence:

D. ORGANIZATIONAL CONTEXT: Assess organizational policies, functioning, resources, and agency culture for their impact on service delivery

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Assess agency culture for its impact on achieving agency goals.
2. Assess the adequacy of agency resources for achieving agency goals.
3. Assess how organizational policies relate to organizational functioning.

Evidence to support rating:

Strategies to increase competence:

E. COMMUNICATION: Demonstrate effective use of communication skills when completing assessments of client populations, organizations and communities

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Demonstrate effective use of engaging skills when performing assessments of client systems.
2. Demonstrate an ability to use both close-ended and open-ended questions and an understanding of when each is most effective.
3. Demonstrate an ability to gather information from the client and other relevant sources to the problem for which help is sought.
4. Demonstrate effective skills of documentation about the assessment process and outcome.

Evidence to support rating:

Strategies to increase competence:

F. PRACTICE: Conduct assessments that demonstrate an integrated and contextualized social work perspective

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Demonstrate an ability to utilize an ecological perspective in assessment.
2. Demonstrate an ability to assess both specific strengths and challenges faced by the client system.
3. Define the assessment outcome with implications for both micro and macro practice..

Evidence to support rating:

Strategies to increase competence:

G. THEORY AND HUMAN BEHAVIOR: Demonstrate application of theoretical frameworks in the assessment process

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Identify the appropriate theoretical framework used to guide an assigned assessment process.
2. Demonstrate use of knowledge about individual and organizational development and behavior in the assessment process.
3. Identify strengths and coping patterns pertinent to an assigned client system.

Evidence to support rating:

Strategies to increase competence:

H. SOCIAL POLICY: Assess how social policy impacts client systems, agencies and communities

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Assess the impact of a social policy on a client system.
2. Assess the impact of an agency policy on a client system.

Evidence to support rating:

Strategies to increase competence:

I. RESEARCH: Evaluate the assessment process based on research relevant to the client population and setting

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Demonstrate familiarity with research relevant to the client population and setting.
2. Critically analyze readings and other resources and apply one of them to improve the assessment process.
3. Review and critique for accuracy at least two empirically based tools and/or measures for assessment.

Evidence to support rating:

Strategies to increase competence:

J. SUPERVISION: Use supervision to ensure the thoroughness and effectiveness of one's assessment

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Develop ability to practice under direction of the field instructor and with consultation from the practice team.
2. Recognize and articulate accountability for one's own work on assessment.
3. Demonstrate ability to know when to seek out supervision during the assessment process.

Evidence to support rating:

Strategies to increase competence:

K. PROFESSIONAL BEHAVIOR: Demonstrate professional behavior as defined in the NASW Code of Ethics with the client system in data gathering and documentation

UP	IP	EC	C	AC
<input type="checkbox"/>				

Practice Tasks

1. Exhibit professional behavior in interviews and in professional interactions during the assessment process.
2. Demonstrate familiarity with the requirements of the specific assessment process.
3. Develop an effective personal style in the recording of client information during the assessment process.
4. Demonstrate ability to translate data collection into the assessment form or format.

Evidence to support rating:

Strategies to increase competence:

SUMMARY OF STUDENT ACHIEVEMENT
OF FOUNDATION FIELD INSTRUCTION LEARNING OBJECTIVES

Field Practicum I: Foundation

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