

EVALUATION OF STUDENT PERFORMANCE

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This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and extend across the width of the page. There are no margins, text, or other markings on the paper.

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. PROFESSIONAL IDENTITY: Identify as a professional social worker in interdisciplinary relationships within the clinical setting.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Identify as a social worker in interdisciplinary relationships.
2. Serve as a representative of the social work profession during professional activities and events both within and outside of the agency.
3. Develop a personal plan for career long learning in social work.

Evidence to support rating:

Strategies to increase competence:

B. VALUES AND ETHICS: Implement strategies for applying ethical principles to decision-making processes in clinical practice.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Use ethical principles to solve ethical dilemmas.
2. Tolerate ambiguity in resolving ethical dilemmas.

Evidence to support rating:

Strategies to increase competence:

C. CRITICAL THINKING: Use creative synthesis of knowledge for effective clinical decision-making.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Distinguish, appraise, and integrate multiple sources of knowledge for effective decision-making.
2. Demonstrate effective oral and written communication in determining solutions to complex problems.

Evidence to support rating:

Strategies to increase competence:

D. DIVERSITY: Apply a culturally sensitive approach when working with diverse clients and communities.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Practice with methodological approaches, skills, and techniques that reflect an understanding of the role of culture in the helping process.
2. Communicate information about diverse client groups to other professionals.
3. Advocate for and participate in education and training programs that advance cultural competence.

Evidence to support rating:

Strategies to increase competence:

E. HUMAN RIGHTS AND SOCIAL JUSTICE: Advocate for human rights and social, economic, and political justice.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Develop and apply knowledge of empowerment strategies to clinical practice.
2. Develop and apply advocacy skills to advance justice for diverse populations.

Evidence to support rating:

Strategies to increase competence:

F. RESEARCH: Use practice experience to inform clinical scientific inquiry.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Identify research questions that arise from practice experience.
2. Explore opportunities for collaborative research addressing these questions.
3. Evaluate effectiveness of one's own practice skills and make revisions as necessary.

Evidence to support rating:

Strategies to increase competence:

G. HBSE/THEORY: Demonstrate the ability to critique the effectiveness of theoretical approaches in clinical practice.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Evaluate the potential effectiveness of different theoretical approaches for each client.
2. Determine which theories provide best practice for specific clinical situations.
3. Articulate personal strengths and limitations in utilizing various clinical theories.

Evidence to support rating:

Strategies to increase competence:

H. SOCIAL POLICY: Demonstrate leadership in critiquing policy and advocating for policy change.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Identify changes needed to make policy more responsive to client needs.
2. Develop strategies to implement policy change
3. Collaborate with colleagues and clients for effective policy action.

Evidence to support rating:

Strategies to increase competence:

I. PROFESSIONAL CONTEXT: Demonstrate leadership in proactively shaping the organizational, community, and societal contexts of clinical practice.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Identify changes needed to improve the quality of clinical service.
2. Develop strategies to implement the changes.
3. Collaborate with colleagues and clients in an effort to improve the delivery of clinical services.

Evidence to support rating:

Strategies to increase competence:

J. PRACTICE: Analyze and implement evidenced-based interventions to achieve client goals.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Synthesize and apply a range of evidenced-based practice intervention methods specific to the diverse needs and goals of clients.
2. Demonstrate skills in critically analyzing, monitoring, and evaluating social work intervention outcomes and effectiveness.
3. Provide leadership in developing and advocating for policies and services that reflect evidenced-based interventions across diverse client populations.
4. Document consistently and accurately clinical efforts and outcomes specific to the agency setting and agency requirements.

Evidence to support rating:

Strategies to increase competence:

K. PROFESSIONAL BEHAVIOR: Demonstrate increasing independence and accountability for professional behavior.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Be open to learning.
2. Communicate responsibly and sensitively and with respect toward colleagues, field instructors, administrators, staff, and clients.
3. Demonstrate a willingness and an ability to listen to others.
4. Work effectively with others, regardless of level of authority.
5. Show appearance and demeanor that are appropriate to the roles and settings encountered during the educational experiences.
6. Be punctual and consistent in keeping appointments with clients, colleagues, staff and community contacts.
7. Be punctual and consistent with meeting deadlines and with documentation.
8. Advocate for him/herself in a constructive manner and first use established channels for conflict resolution.
9. Demonstrate personal responsibility and accountability for one's own time and actions in relation to his or her work.
10. Shows a willingness to acknowledge constructive feedback or supervision.
11. Uses feedback or supervision to enhance professional development.
12. Takes responsibility for enhancing the probability of one's academic success, professional development and self care.

Evidence to support rating:

Strategies to increase competence:

L. INTEGRATION: Integrate classroom and field learning to reflect self-assessment of one's competency as a social worker.

UP	IP	EC	C	AC
☐	☐	☐	☐	☐

Practice Tasks

1. Articulate what it means to be a professional social worker.
2. Discuss the theoretical framework that you feel most comfortable using to approach your social work practice; provide examples from your field setting.
3. Evaluate your ability to engage in effective social work practice at this point in the development of your career.
4. Demonstrate an integrated sense of personal/professional use of self with client systems.
5. Demonstrate an understanding of the integration of effective social work practice with the advancement of social, economic, and political justice.

Evidence to support rating:

Strategies to increase competence:

SUMMARY OF STUDENT ACHIEVEMENT
OF FOUNDATION FIELD INSTRUCTION LEARNING OBJECTIVES
Field Practicum IV: Clinical Practice

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