

PLYMOUTH STATE UNIVERSITY
Department of Social Work

Final Student Performance Evaluation

This evaluation instrument corresponds in its goal categories and objectives to the Student Learning Contract. For each area, please indicate the student's level of achievement and the evidence of achievement (monitoring/evaluation criteria used as the basis of your evaluation).

Please discuss your evaluation with your students before finalizing this form. You may ask your student for a self-evaluation (using this form) prior to your final evaluation conference. The student's signature on the form indicates that the form has been reviewed and discussed. The student has a right to append a written statement if there is substantial disagreement about the evaluation of the student's performance. If there are unresolved differences, please schedule a conference with your faculty field liaison.

Student and field instructor reviewed the completed evaluation form on (date) _____
Student response appended? Yes _____ No _____

Student's Name: _____

Field Instructor: _____

Agency/Department: _____

Semester: Spring ____ (year) Period Covered (dates) _____ to _____

Total Field Hours Completed: _____

Please use the following rating scale to evaluate your BSW practicum student(s).
Please note that this evaluation will also be used by the BSW Program to assess student outcomes in relation to competencies and practice behaviors established by the program.
Please circle one of the following measures for each question:

Scale Performance Measure

- Excellent: Mastered, superior demonstration of professional practice behavior
 (Exceeds basic expectation)
- Above Average: Consistent, competent demonstration of professional practice behavior
 (Exceeds basic expectation)
- Average: Adequate demonstration of professional practice behavior
 (Achieves basic expectation)
- Below Average: Basic, rudimentary demonstration of professional practice behavior
 (Does not yet meet basic expectation)
- Inadequate: Demonstrates some understanding/skill, but inconsistent in practice
 behavior, or unable to demonstrate satisfactory performance
 (Does not meet basic expectation)
- Not Observed: Did not observe

*Based on instrument developed by C. Garthwait. (2010). The Social Work Practicum: A Guide and Workbook for Students *s/e* Boston: Allyn & Bacon.

Please Circle Your Answers Below:

Category A: Social Work as a Profession

A1. Demonstrates understanding of variety of social work practice roles (e.g. case manager, advocate, planner, counselor, broker, etc.) and importance of boundaries.

Excellent Above Average Average Below Average Inadequate Not observed

A2. Applies social work values and ethics, including social and economic justice, and conducts self in accordance with the NASW *Code of Ethics*.

Excellent Above Average Average Below Average Inadequate Not observed

A3. Understands the role of advocate for client access to services of social work.

Excellent Above Average Average Below Average Inadequate Not observed

A4. Conducts self in a professional manner (punctuality, reliability, efficiency, organization, task completion, appropriate dress for setting).

Excellent Above Average Average Below Average Inadequate Not observed

A5. Demonstrates ability to tolerate ambiguity in resolving ethical conflicts.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category B: Organizational Context of Practice

B6. Understands the agency or organization's purpose, mission, history, funding, and structure.

Excellent Above Average Average Below Average Inadequate Not observed

B7. Facilitates the organization's flow of work; understands and applies appropriately the organization's policies, procedures, and protocols.

Excellent Above Average Average Below Average Inadequate Not observed

B8. Works creatively and collaboratively within appropriate agency guidelines.

Excellent Above Average Average Below Average Inadequate Not observed

B9. Understands the relationship of the organization to other community agencies and organizations.

Excellent Above Average Average Below Average Inadequate Not observed

B10. Analyzes and uses appropriately the organization's procedures and tools for evaluating its effectiveness in meeting client needs; suggests additional evaluations if needed.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used)

Category C: Community Context of Practice

C11. Is aware of community services, programs, and resources relevant to the organization's clients.

Excellent Above Average Average Below Average Inadequate Not observed

C12. Uses community resources most appropriate for specific clients.

Excellent Above Average Average Below Average Inadequate Not observed

C13. Uses advocacy when appropriate to obtain resources needed by clients and/or empowers clients to advocate for their rights

Excellent Above Average Average Below Average Inadequate Not observed

C14. Is able to identify gaps in services within the community.

Excellent Above Average Average Below Average Inadequate Not observed

C15. Understands effects of community and other contextual factors on clients and services (e.g. rural/urban environments, demographics, funding priorities, attitudes, economics).

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category D: Research-Based Practice

D16. Uses practicum experience to inform knowledge of client population and their problems and needs through scientific inquiry (e.g., practicum-based research, research paper, research project).

Excellent Above Average Average Below Average Inadequate Not observed

D17. Selects interventions with and for clients based on evidence-based effectiveness of methods.

Excellent Above Average Average Below Average Inadequate Not observed

D18. Identifies evidence-based research findings that could assist agency or organization in policy practice or delivery of services.

Excellent Above Average Average Below Average Inadequate Not observed

D19. Identifies quantitative and/or qualitative methods of program evaluation used by agency to document client outcomes.

Excellent Above Average Average Below Average Inadequate Not observed

D20. Uses practicum experience to help evaluate own practice skills and interventions.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category E: Engagement and Assessment

E21. Purposefully and selectively gathers relevant data needed for assessments and interventions.

Excellent Above Average Average Below Average Inadequate Not observed

E22. Sorts, categorizes and analyzes data to understand the nature of client conditions, concerns, needs, or problems.

Excellent Above Average Average Below Average Inadequate Not observed

E23. Uses empathy and other interpersonal skills to engage the client.

Excellent Above Average Average Below Average Inadequate Not observed

E24. Assess client strengths and limitations including the capacity for change.

Excellent Above Average Average Below Average Inadequate Not observed

E25. Identifies the major systems related to the problem or concern being addressed.

Excellent Above Average Average Below Average Inadequate Not observed

E26. Sets priorities and identifies clear and measurable objectives for intervention.

Excellent Above Average Average Below Average Inadequate Not observed

E27. Involves the client in setting goals and choosing interventions and develops mutually-agreed on contracts and desired outcomes.

Excellent Above Average Average Below Average Inadequate Not observed

E28. Applies various perspectives, theories, and models that guide understanding of client and environment.

Excellent Above Average Average Below Average Inadequate Not observed

E29. Is able to identify the most feasible and effective levels of intervention (e.g. micro, mezzo, macro).

Excellent Above Average Average Below Average Inadequate Not observed

E30. Selects specific interventions matched to the client's situation, needs, available resources, and agency purpose.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category F: Intervention and Evaluation

F31. Initiates actions to achieve client and organizational goals.

Excellent Above Average Average Below Average Inadequate Not observed

F32. Implements prevention interventions that enhance client capacities.

Excellent Above Average Average Below Average Inadequate Not observed

F33. Helps clients solve problems.

Excellent Above Average Average Below Average Inadequate Not observed

F34. Terminates professional relationships appropriately and effectively.

Excellent Above Average Average Below Average Inadequate Not observed

F35. Seeks out and uses tools for critically evaluating interventions.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category G: Understanding Social Problems

G36. Identifies and appraises the social problems or conditions addressed by the agency/organization.

Excellent Above Average Average Below Average Inadequate Not observed

G37. Identifies and appraises the social problems or conditions faced by the clients of the agency/organization.

Excellent Above Average Average Below Average Inadequate Not observed

G38. Understands how social problems develop as a result of the interactions between individuals and social systems and the larger social,environments.

Excellent Above Average Average Below Average Inadequate Not observed

G39. Is aware of the social problems facing the community that could impact the agency's delivery of services.

Excellent Above Average Average Below Average Inadequate Not observed

G40. Uses an ecosystems perspective and systems theory to analyze social problems.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category H: Policy Practice and Social and Economic Justice

H41. Recognizes the positive and negative impacts of social policies on diverse client populations, including discrimination and oppression.

Excellent Above Average Average Below Average Inadequate Not observed

H42. Advocates for clients' human rights and social and economic justice.

Excellent Above Average Average Below Average Inadequate Not observed

H43. Advocates social policies that advance social well-being.

Excellent Above Average Average Below Average Inadequate Not observed

H44. Identifies changes needed in social policies.

Excellent Above Average Average Below Average Inadequate Not observed

H45. Identifies social change or social justice efforts in the community and identifies ways for individual social workers or agency to participate.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category I: Diversity

I46. Is aware of and sensitive to importance of difference (culture, ethnicity, gender, age, disability, sexual orientation) in shaping life experiences.

Excellent Above Average Average Below Average Inadequate Not observed

I47. Treats all persons with respect, regardless of difference in backgrounds.

Excellent Above Average Average Below Average Inadequate Not observed

I48. Understands the effects of stereotypes, prejudice, discrimination, and oppression on individuals, families and communities and on the formation of social policies.

Excellent Above Average Average Below Average Inadequate Not observed

I49. Able to communicate with people of different backgrounds and life experiences.

Excellent Above Average Average Below Average Inadequate Not observed

I50. Engages with diverse clients as informants to learn about different cultures and life experiences.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category J: Communication Skills

J51. Effectively uses nonverbal communication skills and verbal helping skills (e.g., empathic responding, active listening, interviewing, mediating, counseling).

Excellent Above Average Average Below Average Inadequate Not observed

J52. Effectively uses written communication skills (e.g., correspondence, reports, records).

Excellent Above Average Average Below Average Inadequate Not observed

J53. Is able to engage and work with non-voluntary, resistant, and/or hard-to-reach clients.

Excellent Above Average Average Below Average Inadequate Not observed

J54. Recognizes the underlying meaning and significance of clients' concerns and situations.

Excellent Above Average Average Below Average Inadequate Not observed

J55. Handles questions and disagreements with other staff and agency policies and procedures with understanding, tact, and diplomacy.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Category K: Knowledge and Use of Self

K56. Takes initiative in developing and implementing activities for learning and professional growth.

Excellent Above Average Average Below Average Inadequate Not observed

K57. Uses supervision for guidance, learning, and professional growth.

Excellent Above Average Average Below Average Inadequate Not observed

K58. Understands how personal values, beliefs, and ethics can enhance or interfere with social work practice.

Excellent Above Average Average Below Average Inadequate Not observed

K59. Is aware of own biases and deals with them appropriately.

Excellent Above Average Average Below Average Inadequate Not observed

K60. Recognizes personal changes needed in order to function more effectively as a social worker.

Excellent Above Average Average Below Average Inadequate Not observed

Basis for evaluation of above items (evaluation criteria & evidence of achievement you used):

Overall Evaluation:

Excellent Above Average Average Below Average Inadequate

Grade recommended by Field Instructor: **Pass**_____ **Fail**_____

Field Instructor Signature: _____ Date: _____

Student Signature: _____ Date: _____

Evaluation Reviewed by: _____ Date: _____
PSU Director of Field Education

Additional Comments: