

FIELD INSTRUCTION EVALUATION FORM
MSW FIRST YEAR PLACEMENT EVALUATION FORM (570-571) and BSW PLACEMENT EVALUATION FORM (490-491)

NAME OF STUDENT: _____

FIELD AGENCY: _____

FIELD INSTRUCTOR: _____

PERIOD COVERED FROM: _____ TO: _____

PROFESSIONAL SOCIAL WORK EVALUATION

The student will be prepared during this generalist year for the foundations of generalist social work practice with individuals, families, small groups, communities and organizations. Preparation for a broad range of professional roles, tasks, and processes is emphasized.

GATEKEEPER ROLE OF FACULTY AND AGENCY FIELD INSTRUCTORS

Professional education requires continuous evaluation of the student. This evaluation includes not only periodic objective evaluations such as grades, performance on examinations, and acceptance of thesis or projects, but also subjective appraisal by faculty of the student's progress and potential. Continuation in a professional program is contingent upon positive, ongoing faculty evaluation of the student's grades, professional or scholarly attributes, and performance in real or simulated professional situations. A student may be suspended or dismissed from a program for deficiencies in any of the foregoing.

The student will need to demonstrate congruence with the values and ethics of the profession, and an understanding of one's own feelings and attitudes about individuals of different cultures, races, genders, sexual orientation and ages. The student must also be able to identify facets of one's own behavior and values which must be modified to achieve respect for and acceptance of persons whose culture and lifestyle are different from one's own.

EVALUATION OF GENERALIST SKILLS:

The field instructor is asked to rate the student's demonstration of sets of skills in 15 domains.

Students are expected to demonstrate a majority of the following generalist practice skills at level 1 by the December evaluation.

Students are expected to demonstrate a majority of the following generalist practice skills at level 2 by the May evaluation.

Remember that these ratings refer to the intern's reasonable level of performance as a student, not as an experienced practitioner. Please include any pertinent comments regarding the intern's progress in each area. If there is no basis for judgment, circle NBJ. Otherwise, assess whether the student is able to do the task and to what extent by circling the appropriate number from 0 to 2 for skills and 0 to 10 for each major domain.

<i>How able is the student to. . . .</i>	Does not demonstrate skill; unwilling to work to develop skill; demonstrates little or no understanding	Able to do skill with much structure, supervision and prompting; demonstrates some understanding	Able to do skill with minimal structure, supervision or prompting; demonstrates understanding
<i>Generalist Social Work Perspective</i>			
a. Establish helping alliance with client	NBJ 0	1	2
b. Formulate a biopsychosocial, spiritual assessment	NBJ 0	1	2
c. Construct a contract of mutually agreed upon goals with clients	NBJ 0	1	2
d. Provide interventions to facilitate progress towards goals	NBJ 0	1	2
e. Use evaluation techniques to monitor change and progress towards goals	NBJ 0	1	2
f. Select and implement strategies for termination	NBJ 0	1	2
g. Carry out a range of social work roles, e.g., case manager, advocate, mediator, counselor	NBJ 0	1	2
h. Work with two or more of the following systems: individual, family, group, organization, community	NBJ 0	1	2
1. apply the knowledge and skills of a generalist social work perspective to practice with systems of all sizes?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			

<i>How able is the student to</i>	Does not demonstrate skill; unwilling to work to develop skill; demonstrates little or no understanding	Able to do skill with much structure, supervision and prompting; demonstrates some understanding	Able to do skill with minimal structure, supervision or prompting; demonstrates understanding
When assessing a client system, the student can: a. Understand the ways in which biological, psychological, developmental, spiritual, socioeconomic and environmental factors may affect an individual, family or group	NBJ 0	1	2
b. Use the ecological perspective to understand the interactions between the client system and other systems in the social and physical environment	NBJ 0	1	2
c. Identify areas of strength	NBJ 0	1	2
d. Identify areas of stress and conflict	NBJ 0	1	2
e. Identify potential resources in the social network	NBJ 0	1	2
f. Identify and use theoretical model(s) to understand primary issues 2. use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities?	NBJ 0 1 2	1 3 4 5	2 6 7 8 9 10
<i>(comments)</i>			

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Effectively use the following skills:	NBJ 0	1	2
a. Attending and listening	NBJ 0	1	2
b. Empathy	NBJ 0	1	2
c. Exploration and Elaboration	NBJ 0	1	2
d. Validation and Support	NBJ 0	1	2
e. Silence	NBJ 0	1	2
f. Summarizing	NBJ 0	1	2
g. Partializing	NBJ 0	1	2
h. Focus	NBJ 0	1	2
i. Suggest alternative perspective	NBJ 0	1	2
j. Provide Information	NBJ 0	1	2
k. Provide Guidance	NBJ 0	1	2
l. Comprehend viewpoints different from one's own	NBJ 0	1	2
m. Conceptualize and organize ideas clearly and concisely in reports and other agency paperwork	NBJ 0	1	2
3. use communication skills differentially across client populations, colleagues, and communities?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			

<i>How able is the student to. . . .</i>	Does not demonstrate skill; unwilling to work to develop skill; demonstrates little or no understanding	Able to do skill with much structure, supervision and prompting; demonstrates some understanding	Able to do skill with minimal structure, supervision or prompting; demonstrates understanding
<i>Culturally Competent Practice</i>			
a. Demonstrate openness to working with clients different from self	NBJ 0	1	2
b. Demonstrate respect for clients different from self	NBJ 0	1	2
c. Demonstrate understanding of the significance of specific diversity factors in assessment and intervention planning	NBJ 0	1	2
d. Attend to the meaning of diversity factors for clients	NBJ 0	1	2
e. Attend to the nuances of communication when working with clients different from self	NBJ 0	1	2
4. How able is student to practice without discrimination and with respect, knowledge, and skills related to clients: age, class, color, culture, disability, ethnicity, gender, sexual orientation, religion, marital status, race, national origin?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			

<i>How able is the student to. . . .</i>	Does not demonstrate skill; unwilling to work to develop skill; demonstrates little or no understanding	Able to do skill with much structure, supervision and prompting; demonstrates some understanding	Able to do skill with minimal structure, supervision or prompting; demonstrates understanding
Apply Research Findings to Practice			
a. Read current social work research literature	NBJ 0	1	2
b. Identify empirical studies that are relevant to one's practice	NBJ 0	1	2
c. Assess applicability of empirically-supported practice models for one's practice Assess applicability of empirically-supported practice models for one's practice	NBJ 0	1	2
d. Assess applicability of findings from specific research studies for one's practice	NBJ 0	1	2
5. apply research findings to practice?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			
Evaluate One's Own Practice			
a. Use data collection tools for assessment	NBJ 0	1	2
b. Select and use appropriate markers to measure change	NBJ 0	1	2
c. Accurately analyze data that measures change and interpret findings to one's practice	NBJ 0	1	2
6. evaluate one's own practice interventions?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			

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Analyze Social Policies												
a. Understands agency policies and policies structuring agency programs	NBJ	0				1				2		
b. Recognizes the effect of policy on social work programs and practice	NBJ	0				1				2		
7. analyze social policies?	NBJ	0	1	2	3	4	5	6	7	8	9	10
<i>(comments)</i>												
Seeks Necessary Organizational Change												
a. Understand the agency purpose, structure, funding sources and policies	NBJ	0				1				2		
b. Understand the interactions between the agency and the community	NBJ	0				1				2		
c. Identify factors that facilitate and hinder service delivery	NBJ	0				1				2		
d. Identify strategies to address barriers in the service delivery system in the interest of enhancing client services	NBJ	0				1				2		
e. When appropriate, implement strategies and monitor results	NBJ	0				1				2		
8. effectively seek necessary organizational change within organizations and service delivery systems?	NBJ	0	1	2	3	4	5	6	7	8	9	10
<i>(comments)</i>												

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<i>Advocacy and Social Change Strategies</i>			
a. Understand the significance and impact of oppression, discrimination and poverty on individual, family and community life	NBJ 0	1	2
b. Understand the relationship between resource distribution and social policy	NBJ 0	1	2
c. Advocate for programs, policies and legislation that advance social and economic justice	NBJ 0	1	2
9. understand the forms and mechanisms of oppression and discrimination and can apply strategies of advocacy and social change that advance social and economic justice?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			
<i>History of Social Work and Contemporary Structures</i>			
a. Understand practice and programs from a philosophic and historical perspective	NBJ 0	1	2
b. Understand relationships between social policies, service delivery systems and social work practice	NBJ 0	1	2
10. understand both the history of the social work profession and its contemporary structures and issues, and can use that knowledge effectively in your practice?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			

<i>How able is the student to. . . .</i>	Does not demonstrate skill; unwilling to work to develop skill; demonstrates little or no understanding			Able to do skill with much structure, supervision and prompting; demonstrates some understanding.			Able to do skill with minimal structure, supervision or prompting; demonstrates understanding					
<i>Critical Thinking</i>												
a. Comprehend the various meanings of primary issues for client	NBJ	0			1					2		
b. Analyze assessment information	NBJ	0			1					2		
c. Demonstrate linkage between assessment, goals, interventions, evaluation	NBJ	0			1					2		
11. apply critical thinking skills within the context of professional social work practice?	NBJ	0	1	2	3	4	5	6	7	8	9	10
<i>(comments)</i>												
<i>Value Base and Ethics</i>												
a. Recognize own biases and values and prevent/resolve intrusion into practice	NBJ	0			1					2		
b. Use self-awareness in working with people different from self	NBJ	0			1					2		
c. Use ethical decision-making process to work through ethical dilemmas	NBJ	0			1					2		
d. Use the Code of Ethics to guide practice	NBJ	0			1					2		
e. Analyze practice, policies, and programs from a social work value base	NBJ	0			1					2		
12. understand the value base of the profession and can practice accordingly	NBJ	0	1	2	3	4	5	6	7	8	9	10
<i>(comments)</i>												

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<i>Use Supervision Appropriately</i>			
a. Identify professional learning goals	NBJ 0	1	2
b. Take an active role in the learning process	NBJ 0	1	2
c. Prepare for and effectively utilize supervision	NBJ 0	1	2
d. Prepare and submit process recordings for supervisory discussion	NBJ 0	1	2
e. Seek, evaluate and respond to feedback regarding one's practice	NBJ 0	1	2
f. Plan for continuing professional growth	NBJ 0	1	2
13. use supervision appropriately in your social work practice?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			
<i>Use Consultation Appropriately</i>			
a. Appropriately seek, evaluate and respond to feedback from colleagues	NBJ 0	1	2
b. Participate in case consultations and other case review meetings	NBJ 0	1	2
14. use consultation appropriately in your social work practice?	NBJ 0 1 2	3 4 5	6 7 8 9 10
<i>(comments)</i>			

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Function Effectively within Service Delivery Structures												
a. Demonstrate respect for colleagues	NBJ	0			1					2		
b. Assume responsibility for assignments	NBJ	0			1					2		
c. Meet deadlines and expectations for task assignments and documentation	NBJ	0			1					2		
d. Foster collaborative professional relationships with colleagues	NBJ	0			1					2		
e. Demonstrate punctual and consistent attendance	NBJ	0			1					2		
f. Function as a member of a team and of the agency	NBJ	0			1					2		
g. Utilize agency services and community resources on behalf of clients	NBJ	0			1					2		
15. function effectively within the structure of organizations and service delivery systems?	NBJ	0	1	2	3	4	5	6	7	8	9	10
<i>(comments)</i>												

OVERALL RATING OF STUDENT PERFORMANCE: () Does Not Meet Standard () Marginal () Meets Standard

Field Instructor Signature: _____ **Student Signature:** _____

Date: _____

TO THE STUDENT: Your signature indicates that you have read this evaluation. In the event you do not agree with any aspect of this evaluation of your performance by your instructor, append a statement describing the areas of disagreement and reasons for them.