

UNIVERSITY OF NEVADA, LAS VEGAS
School of Social Work

BSW Field Practicum Evaluation

SWK ___419 ___429 _____ Semester, _____(Year)

Student: _____ Phone _____

Liaison: _____ Phone _____

Agency Field Instructor(s): _____

Preceptor: _____

Agency: _____ Phone _____

Field hours completed to date: _____ Evaluation: _____mid-term _____ final

Student performance in the field practicum is formally evaluated at mid-term and semester end. The mid-term evaluation allows the student, agency field instructor, faculty field liaison, and Field Director to assess the student's progress toward achieving practice competencies. The final evaluation will assist the Field Director in determining the student's field practicum grade.

It is the student's responsibility to initiate the evaluation process by completing the Field Practicum Evaluation form in pencil. This should be done about two weeks prior to the due date. The student then submits the form to the agency field instructor who will complete the evaluation in ink.

The agency field instructor should use the narrative section located on the last page of the evaluation to support and clarify ratings, particularly ratings of "5" (Outstanding Performance) and "1" (Unsatisfactory Performance). Student and agency field instructor are expected to review the evaluation together during weekly supervision, using this opportunity to identify strategies for strengthening skills.

The student's performance should be rated according to the following scale based on his/her current educational level. Please assess and score items carefully to provide the most accurate feedback to the student and the program.

- 1 = *Unsatisfactory Performance* - The student has not yet developed this skill.
 - 2 = *Needs Improvement* - The student grasps the idea and is beginning to recognize in hindsight how it might have been applied in a given practice situation.
 - 3 = *Acceptable Progress* - The student demonstrates the skill at the expected level.
 - 4 = *Mastery Level Competence* – Higher than average skills are applied fairly consistently, with minimal gaps (e.g., not used with some clients, some feelings are avoided).
 - 5 = *Outstanding Performance* - The skill is a fully integrated part of the student's practice. Advanced skill level observed.
- NO = *No Opportunity To Observe*
 NP = *No Opportunity To Practice*

PROFESSIONAL PRACTICE CHARACTERISTICS

| 1 | 2 | 3 | 4 | 5 | NO | NP |
|-------------------------------|----------------------|------------------------|--------------------------------|----------------------------|---------------------------------|----------------------------------|
| UNSATISFACTORY PERFORMANCE | NEEDS IMPROVEMENT | ACCEPTABLE PROGRESS | MASTERY LEVEL COMPETENCE | OUTSTANDING PERFORMANCE | NO OPPORTUNITY TO OBSERVE | NO OPPORTUNITY TO PRACTICE |

I. EDUCATIONAL OBJECTIVE:

KNOWLEDGE AND USE OF AGENCY AND COMMUNITY RESOURCES

1. Establishes collaborative relationships with other agencies and organizations.

1 2 3 4 5 NO NP

2. Can identify and access community resources.

1 2 3 4 5 NO NP

3. Understands and makes use of internal agency resources.

1 2 3 4 5 NO NP

4. Understands agency and its role in the context of the larger community.

1 2 3 4 5 NO NP

II. EDUCATIONAL OBJECTIVE:

PROFESSIONAL WORK MANAGEMENT

1. Demonstrates initiative in fulfilling the activities and responsibilities described in the Learning Agreement.

1 2 3 4 5 NO NP

2. Establishes priorities, is well organized, and plans effectively.

1 2 3 4 5 NO NP

3. Initiates and completes assignments in a thorough and timely manner.

1 2 3 4 5 NO NP

4. Initiates and is prepared for weekly supervision.

1 2 3 4 5 NO NP

III. EDUCATIONAL OBJECTIVE:

PROFESSIONAL BEHAVIOR

1. Adheres to agency policies and procedures.

1 2 3 4 5 NO NP

2. Presents to practicum professionally attired.

1 2 3 4 5 NO NP

| 1 | 2 | 3 | 4 | 5 | NO | NP |
|----------------------------|-------------------|---------------------|--------------------------|-------------------------|---------------------------|----------------------------|
| UNSATISFACTORY PERFORMANCE | NEEDS IMPROVEMENT | ACCEPTABLE PROGRESS | MASTERY LEVEL COMPETENCE | OUTSTANDING PERFORMANCE | NO OPPORTUNITY TO OBSERVE | NO OPPORTUNITY TO PRACTICE |

3. Follows work schedule, is timely and makes the appropriate arrangements when absent.
- 1 2 3 4 5 NO NP
4. Establishes rapport and collaborative working relationships with clients.
- 1 2 3 4 5 NO NP
5. Establishes collaborative relationships with co-workers.
- 1 2 3 4 5 NO NP
6. Communicates effectively with individuals, families, and groups, demonstrating active listening, genuineness, and attention to non-verbal communication.
- 1 2 3 4 5 NO NP
7. Is diplomatic in offering suggestions for change in agency programs, policies, and procedures.
- 1 2 3 4 5 NO NP
8. Can respond professionally and calmly to a crisis situation.
- 1 2 3 4 5 NO NP
9. Engages the client in problem-solving and uses mutual participation in establishing interventions.
- 1 2 3 4 5 NO NP
10. Can accurately identify and respond to ethical dilemmas (e.g., when discrepancies occur between agency policies and client needs).
- 1 2 3 4 5 NO NP
11. Advocates for client needs; respects clients' right to self-determination.
- 1 2 3 4 5 NO NP

| 1 | 2 | 3 | 4 | 5 | NO | NP |
|----------------------------|-------------------|---------------------|--------------------------|-------------------------|---------------------------|----------------------------|
| UNSATISFACTORY PERFORMANCE | NEEDS IMPROVEMENT | ACCEPTABLE PROGRESS | MASTERY LEVEL COMPETENCE | OUTSTANDING PERFORMANCE | NO OPPORTUNITY TO OBSERVE | NO OPPORTUNITY TO PRACTICE |

IV. EDUCATIONAL OBJECTIVE:

SELF-AWARENESS AND PROFESSIONAL IDENTIFICATION

1. Models social work values and ethics including respect for confidentiality, individuality, and self-determination.

1 2 3 4 5 NO NP

2. Demonstrates self-awareness, objectivity, and accountability in social work practice.

1 2 3 4 5 NO NP

3. Recognizes how personal feelings and biases impact perceptions, behavior, and relationships.

1 2 3 4 5 NO NP

4. Can accurately identify and respond to ethical dilemmas (e.g., when discrepancies occur between professional standards and personal values).

1 2 3 4 5 NO NP

5. Engages in self-evaluation of professional performance.

1 2 3 4 5 NO NP

6. Accepts responsibility for own learning and professional development.

1 2 3 4 5 NO NP

V. EDUCATIONAL OBJECTIVE:

CASEWORK PROCESS

1. Applies social work concepts from classroom to experiences in the field.

1 2 3 4 5 NO NP

2. Identifies the effects of social and economic policies, and the social welfare system, on clients and service delivery.

1 2 3 4 5 NO NP

3. Acts as change agent to develop strategies for promoting social and economic justice.

1 2 3 4 5 NO NP

4. Works effectively in groups (employing leadership strategies/skills and understands the group development).

1 2 3 4 5 NO NP

| 1 | 2 | 3 | 4 | 5 | NO | NP |
|----------------------------|-------------------|---------------------|--------------------------|-------------------------|---------------------------|----------------------------|
| UNSATISFACTORY PERFORMANCE | NEEDS IMPROVEMENT | ACCEPTABLE PROGRESS | MASTERY LEVEL COMPETENCE | OUTSTANDING PERFORMANCE | NO OPPORTUNITY TO OBSERVE | NO OPPORTUNITY TO PRACTICE |

5. Utilizes bio-psycho-social theoretical frameworks to assess strengths, needs, human development, and interactions of client systems.
- 1 2 3 4 5 NO NP
6. Demonstrates an understanding of how social, economic, and material factors impact human behavior.
- 1 2 3 4 5 NO NP
7. Is able to define the presenting problem(s) using the social systems and person-in-environment perspective.
- 1 2 3 4 5 NO NP
8. Utilizes critical thinking in the analysis of social policies and programs.
- 1 2 3 4 5 NO NP
9. Develops specific, measurable and time-limited goals with clients.
- 1 2 3 4 5 NO NP
10. Uses social research findings to select practice interventions.
- 1 2 3 4 5 NO NP
11. Implements interventions at multiple levels.
- 1 2 3 4 5 NO NP
12. Monitors and evaluates client progress toward goals and objectives.
- 1 2 3 4 5 NO NP
13. Employs basic research tools to gather data and evaluate practice outcomes.
- 1 2 3 4 5 NO NP

VI. EDUCATIONAL OBJECTIVE:
RECORDING AND OTHER WRITTEN COMMUNICATION

1. Written work is concise, accurate, clear and completed in a timely manner.
- 1 2 3 4 5 NO NP
2. Written and oral communication demonstrate the ability to analyze values, feelings and use generalist practice skills.
- 1 2 3 4 5 NO NP

| 1 | 2 | 3 | 4 | 5 | NO | NP |
|----------------------------|-------------------|---------------------|--------------------------|-------------------------|---------------------------|----------------------------|
| UNSATISFACTORY PERFORMANCE | NEEDS IMPROVEMENT | ACCEPTABLE PROGRESS | MASTERY LEVEL COMPETENCE | OUTSTANDING PERFORMANCE | NO OPPORTUNITY TO OBSERVE | NO OPPORTUNITY TO PRACTICE |

3. Oral communication reflects the ability to accurately use social work terminology and clearly express theoretical concepts.

1 2 3 4 5 NO NP

4. Oral communication skills reflect maturity and professionalism.

1 2 3 4 5 NO NP

**VII. EDUCATIONAL OBJECTIVE:
USE OF FIELD INSTRUCTION/SUPERVISION**

1. Accepts and integrates supervisor's feedback for professional development.

1 2 3 4 5 NO NP

2. Is open to constructive criticism and negotiates disagreements with diplomacy.

1 2 3 4 5 NO NP

3. Is assertive in presenting concerns.

1 2 3 4 5 NO NP

**VIII. EDUCATIONAL OBJECTIVE:
CULTURAL COMPETENCE**

1. Demonstrates cultural competence, e.g., the ability to apply social work theory and practice skills with people of color, women, gays and lesbians, people with disabilities, and other oppressed, disempowered, or at-risk populations.

1 2 3 4 5 NO NP

2. Demonstrates the ability to recognize the impact of cultural factors on human and organizational behavior.

1 2 3 4 5 NO NP

For the agency field instructor:

For the evaluation items, please total the number of times you assigned each score.

How many 1's _____ 2 _____ 3 _____ 4 _____ 5 _____ NO _____ NP _____

NARRATIVE

(attach additional pages, if necessary)

Briefly summarize the student's practicum experiences. Describe the types of activities the student participated in, as well as the level of independence and responsibility achieved.

STRENGTHS:

Comment on performance areas in which the student is outstanding or demonstrates particular strengths.

AREAS THAT REQUIRE FURTHER DEVELOPMENT:

Comment on performance areas in which the student needs to demonstrate significant professional growth. Identify plans for experiences and supports designed to enable the student to meet field practicum objectives.

Activities and Learning Experiences

Average Time Per Week

- | | | |
|----|---|-------|
| 1. | Supervision with Agency Field Instructor | _____ |
| 2. | Conference with other students and/or staff | _____ |
| 3. | Group work experience | _____ |
| 4. | Other experiences _____ | _____ |

Agency Field Instructor (MSW) Date

Preceptor (non-MSW social service professional) Date

For the student:

My agency field instructor has discussed this evaluation with me, and I have received a copy.

I agree with the evaluation _____

I do not agree with the evaluation _____

Student's Signature Date

If the student disagrees with the evaluation, a narrative statement specifying the reasons should be submitted to the agency field instructor, faculty field liaison, and Field Director **within one week** after the Field Practicum Evaluation is due.