

**UNIVERSITY OF NEVADA, LAS VEGAS**  
**School of Social Work**  
**Field Practicum Evaluation**  
**Child Welfare**

SWK \_\_\_779      \_\_\_789      \_\_\_\_\_ Semester, \_\_\_\_\_(Year)

Student: \_\_\_\_\_ Phone: \_\_\_\_\_

Liaison: \_\_\_\_\_ Phone: \_\_\_\_\_

Agency Field Instructor(s): \_\_\_\_\_

Preceptor: \_\_\_\_\_

Agency: \_\_\_\_\_ Phone: \_\_\_\_\_

Agency Address: \_\_\_\_\_

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**

Organizes with collaborative groups to facilitate delivery of services to disempowered and at-risk populations.

	1	2	3	4	5	NO	NP
2.	Can describe the agency's service delivery system, client population, and role in the community.						
	1	2	3	4	5	NO	NP
3.	Can identify the organizational structure of the agency and evaluate the ways in which the structure supports or fails to support its mission.						
	1	2	3	4	5	NO	NP
4.	Can identify strengths and limitations of the agency's funding sources and non-cash resources.						
	1	2	3	4	5	NO	NP
5.	Demonstrates initiative and creativity in accessing community resources for clients.						
	1	2	3	4	5	NO	NP
6.	Identifies gaps in the community's ability to provide a continuum of care for clients, and professionally explores potential for change.						
	1	2	3	4	5	NO	NP
7.	Can identify strengths and limitations of the agency's child welfare service delivery system.						
	1	2	3	4	5	NO	NP
8.	Accesses key actors and expert knowledge of community members to advocate policy change, enhance resources, or facilitate service delivery to oppressed, disempowered, and at-risk populations.						
	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

**II. EDUCATIONAL OBJECTIVE:  
PROFESSIONAL WORK MANAGEMENT**

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 and demonstrates and understanding of their relevance to child welfare services.					
1	2	3	4	5	NO	NP
2.	Models social work values and ethics, including respect for confidentiality, individuality, and self-determination.					
1	2	3	4	5	NO	NP
3.	Can manage conflict and disagreement effectively to establish and maintain collaborative relationships with colleagues, other individuals and organizations.					
1	2	3	4	5	NO	NP
4.	Is assertive and professional in offering suggestions for change in agency programs, policies, and procedures.					
1	2	3	4	5	NO	NP
5.	Establishes rapport and collaborative working relationships with clients from diverse backgrounds.					
1	2	3	4	5	NO	NP

1	2	3	4	5	NO	NP
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6. Communicates skillfully and effectively with individuals, families and groups, demonstrating active listening, genuineness, and the ability to interpret non-verbal communication.

1                      2                      3                      4                      5                      NO                      NP

7. Advocates for client needs toward the betterment of conditions for children and their families.

1                      2                      3                      4                      5                      NO                      NP

8. Engages in complex, culturally sensitive problem-solving and mutual participation to empower clients.

1                      2                      3                      4                      5                      NO                      NP

9. Is able to engage clients in the therapeutic process, establish client rapport, and/or foster a partnership in interventions.

1                      2                      3                      4                      5                      NO                      NP

10. Implements a range of micro, mezzo and macro practice skills effectively with individual and multi-member client systems.

1                      2                      3                      4                      5                      NO                      NP

11. Conducts advanced autonomous practice by exercising an appropriate level of autonomy while maintaining adequate accountability.

1                      2                      3                      4                      5                      NO                      NP

12. Possesses the necessary combination of direct and administrative practice skills to become an effective supervisor within a child welfare or other social service organization.

1                      2                      3                      4                      5                      NO                      NP

13. Determines appropriate plans for intervention that incorporate a person-in-environment and strengths perspective.

1                      2                      3                      4                      5                      NO                      NP

14. Enhances programs and services through resource development, such as fund raising, grant writing and development of volunteer and staff resources.

1                      2                      3                      4                      5                      NO                      NP

1	2	3	4	5	NO	NP
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**IV. EDUCATIONAL OBJECTIVE:**

**SELF-AWARENESS AND PROFESSIONAL IDENTIFICATION**

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

1                      2                      3                      4                      5                      NO                      NP

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

1                      2                      3                      4                      5                      NO                      NP

3. Works to resolve ethical dilemmas when discrepancies occur between professional standards and personal values.

1                      2                      3                      4                      5                      NO                      NP

4. Works to resolve ethical dilemmas when discrepancies occur between agency policies and client needs.

1                      2                      3                      4                      5                      NO                      NP

5. Maintains appropriate financial, emotional, sexual, and professional boundaries and roles.

1                      2                      3                      4                      5                      NO                      NP

6. Engages in self-evaluation of professional performance.

1                      2                      3                      4                      5                      NO                      NP

7. Accepts responsibility for continuous learning and professional development.

1                      2                      3                      4                      5                      NO                      NP

**V. EDUCATIONAL OBJECTIVE:**

**CASEWORK/ADMINISTRATIVE PROCESS**

1. Applies social work concepts and practice models to experiences in the field.

1                      2                      3                      4                      5                      NO                      NP

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

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

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

Utilizes critical thinking in the analysis, development, and implementation of social policies and programs.

1                      2                      3                      4                      5                      NO                      NP

5. Applies practice models of crisis intervention to stabilize crisis situations.

1                      2                      3                      4                      5                      NO                      NP

6. Utilizes bio-psycho-social theoretical frameworks to assess strengths, needs, human development, and programmatic and policy factors.

1                      2                      3                      4                      5                      NO                      NP

7. Can accurately assess and report relationships among client systems and their environment using genograms, ecomaps, and other assessment tools.

1                      2                      3                      4                      5                      NO                      NP

8. Is able to define the presenting problem(s) using the social systems and person-in-environment perspectives.

1                      2                      3                      4                      5                      NO                      NP

9. Develops intervention plans, contracts and programs with appropriate goals and specific, measurable, and time-limited objectives.

1                      2                      3                      4                      5                      NO                      NP

10. Can coordinate a multiple service intervention plans for children and families.

1                      2                      3                      4                      5                      NO                      NP

11. Can apply micro and macro theoretical models to assessment, interventions, and evaluations.

1                      2                      3                      4                      5                      NO                      NP

12. Selects practice interventions based on social research findings and grounded in social work theory.

1                      2                      3                      4                      5                      NO                      NP

Implements effectively a wide range of therapeutic approaches and intervention strategies to empower and enhance the social functioning of clients.

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

14. Designs practice interventions which take into account social, economic, and material factors that often determine human behavior.

1                      2                      3                      4                      5                      NO                      NP

15. Monitors, evaluates, and reports the progress of client systems toward treatment plan goals and objectives.

1                      2                      3                      4                      5                      NO                      NP

16. Summarizes the intervention process, obtains client reactions/feedback, and negotiates follow-up during the termination phase.

1                      2                      3                      4                      5                      NO                      NP

17. Employs social research findings, tools, and methodologies to assess needs, analyze child welfare related problems and policies, plan interventions, and evaluate practice outcomes.

1                      2                      3                      4                      5                      NO                      NP

18. Performs as an effective change agent within a social service organization providing for clients in a diverse urban or rural community.

1                      2                      3                      4                      5                      NO                      NP

**VI. EDUCATIONAL OBJECTIVE:  
RECORDING AND OTHER WRITTEN COMMUNICATION**

1. Produces written case notes and reports that are concise, accurate, and completed in a timely manner.

1                      2                      3                      4                      5                      NO                      NP

Demonstrates orally and in writing the ability to communicate and analyze values, attitudes, and advanced 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

**VII. EDUCATIONAL OBJECTIVE:**

**USE OF FIELD INSTRUCTION/SUPERVISION**

1. Initiates and is prepared for weekly supervision.

1                      2                      3                      4                      5                      NO                      NP

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

1                      2                      3                      4                      5                      NO                      NP

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

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.