

UNIVERSITY OF NEVADA, LAS VEGAS
School of Social Work
Field Practicum Evaluation
Direct Practice

SWK ____739 ____749 _____ 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

1. 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. Demonstrates initiative and creativity in accessing community resources for clients.

1 2 3 4 5 NO NP

4. 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

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

III. EDUCATIONAL OBJECTIVE:

PROFESSIONAL BEHAVIOR

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

2. Can manage conflict and disagreement effectively to establish and maintain collaborative relationships with others.

1 2 3 4 5 NO NP

3. Advocates for client needs.

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

6. Communicates skillfully and effectively with individuals and families, demonstrating active listening, genuineness, and the ability to interpret non-verbal communication.

1 2 3 4 5 NO NP

7. Facilitates group work effectively, employing communication skills, leadership theory, and the stages of group development.

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.

1 2 3 4 5 NO NP

10. Implements direct practice skills effectively with individuals.

1 2 3 4 5 NO NP

11. Implements direct practice skills effectively with 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

12. Implements direct practice skills effectively with groups.

1 2 3 4 5 NO NP

13. Helps client recognize and manage personal resistance and environmental barriers to change

1 2 3 4 5 NO NP

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

1 2 3 4 5 NO NP

15. Possesses the necessary direct practice skills to become an effective supervisor within a social service organization.

1 2 3 4 5 NO NP

Adheres to agency policies and procedures.

1 2 3 4 5 NO NP

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

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. 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 PROCESS**

1. Applies social work concepts and practice models 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. 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 a crisis situation.

1 2 3 4 5 NO NP

6. Utilizes bio-psycho-social theoretical frameworks to assess strengths, needs, human development, and interactions of client systems.

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

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) within the social systems and person-in-environment perspective.
- 1 2 3 4 5 NO NP
9. Forms hypotheses from data gathered in the assessment phase.
- 1 2 3 4 5 NO NP
10. Develops treatment plans and contracts with appropriate goals and specific, measurable, and time-limited objectives.
- 1 2 3 4 5 NO NP
11. Can coordinate a multiple services treatment plan for client.
- 1 2 3 4 5 NO NP
12. Can apply theoretical models to assessment, interventions, and evaluations.
- 1 2 3 4 5 NO NP
13. Selects practice interventions based on social research findings and grounded in social work theory.
- 1 2 3 4 5 NO NP
14. Determines appropriate plans for intervention that incorporate a person-in-environment and strengths perspective.
- 1 2 3 4 5 NO NP
15. 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
16. Designs practice interventions which take into account social, economic, and material factors that often determine human behavior.
- 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

17. Monitors, evaluates, and reports client progress toward treatment plan goals and objectives.

1 2 3 4 5 NO NP

18. Modifies treatment plans as needed based on the on-going assessment and evaluation of client progress during the intervention phase.

1 2 3 4 5 NO NP

19. Can analyze transactions between person and environment when working with client systems.

1 2 3 4 5 NO NP

20. Can recognize and manage transference and counter-transference.

1 2 3 4 5 NO NP

21. Applies knowledge of defense mechanisms in work with clients.

1 2 3 4 5 NO NP

22. Applies knowledge of psychopathology in work with clients.

1 2 3 4 5 NO NP

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

1 2 3 4 5 NO NP

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

1 2 3 4 5 NO NP

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

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

**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

2. Demonstrates orally and in writing the ability to communicate and analyze values, attitudes, and advanced practice skills.

1 2 3 4 5 NO NP

**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.