

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 (the basis for 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 or not) prior to your final evaluation conference. The student's signature on the form indicates only that it has been discussed, not that there is agreement. The student has a right to append a written statement if there are substantial disagreements in perceptions of performance. If there are unresolved differences, please schedule a conference with your faculty field liaison.

Student's Name: _____

Field Instructor: _____

Agency/Department: _____

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

Total Field Hours Completed: _____

We reviewed the completed evaluation form on (date) _____.

Student response appended? _____ Yes _____ No

*Based on instrument developed by C. Horejsi & C. Garthwait. (2002). The Social Work Practicum: A Guide and Workbook for Students, 2nd ed. Boston: Allyn & Bacon. This document is an adaptation of the instrument developed by Temple University.

Category A: Social Work as a Profession

A1. Understands the social work role and purpose as distinct from the role and purpose of other professions.

Unsatisfactory Satisfactory Superior

A2. Demonstrates competence in a variety of social work practice roles (e.g. case manager, advocate, planner, counselor, broker, etc.)

Unsatisfactory Satisfactory Superior

A3. Applies social work values and ethics, including social and economic justice, and conducts self in accordance with the NASW *Code of Ethics*.

Unsatisfactory Satisfactory Superior

A4. Demonstrates competence in the various levels of social work intervention from micro-level to macro-level practice (e.g. from direct practice with individuals to social change efforts).

Unsatisfactory Satisfactory Superior

A5. Conducts self in a professional manner (punctuality, reliability, efficiency, organization, task completion, appropriate dress for setting).

Unsatisfactory Satisfactory Superior

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

Category B: Organizational Context of Practice

B1. Understands the agency or organization's purpose, mission, history, funding, and structure.

Unsatisfactory Satisfactory Superior

B2. Facilitates the organization's flow of work; understands and applies appropriately the organization's policies, procedures, and protocols.

Unsatisfactory Satisfactory Superior

B3. Works creatively and collaboratively within appropriate agency guidelines.

Unsatisfactory Satisfactory Superior

B4. Understands the relationship of the organization to other community agencies and organizations.

Unsatisfactory Satisfactory Superior

B5. Analyzes and uses appropriately the organization's procedures and tools for evaluating its effectiveness in meeting client needs; suggests additional evaluations if needed.

Unsatisfactory Satisfactory Superior

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

Category C: Community Context of Practice

C1. Is aware of community services, programs, and resources relevant to the organization's clients.

Unsatisfactory Satisfactory Superior

C2. Uses community resources most appropriate for specific clients.

Unsatisfactory Satisfactory Superior

C3. Appropriately and effectively uses case and class advocacy; helps people advocate and access resources for themselves.

Unsatisfactory Satisfactory Superior

C4. Is able to identify gaps in services within the community.

Unsatisfactory Satisfactory Superior

C5. Understands effects of community and other contextual factors on clients and services (e.g. rural/urban environments, demographics, funding priorities, attitudes, economics).

Unsatisfactory Satisfactory Superior

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

Category D: Data Gathering and Assessment

D1. Purposefully and selectively gathers relevant data needed for assessments and interventions.

Unsatisfactory Satisfactory Superior

D2. Uses data effectively to understand the nature of client conditions, concerns, needs, or problems.

Unsatisfactory Satisfactory Superior

D3. Engages and involves clients in the process of data collection and interpreting the meanings and implications of those data.

Unsatisfactory Satisfactory Superior

D4. Engages strengths, capacities, and opportunities for change in clients and environments.

Unsatisfactory Satisfactory Superior

D5. Identifies the major systems related to the conditions or concerns being addressed (e.g. social institutions, economic structures, cultural systems, etc.)

Unsatisfactory Satisfactory Superior

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

Category E: Planning and Intervention

E1. Negotiates clear, observable, and prioritized objectives for plans of action.

Unsatisfactory Satisfactory Superior

E2. Collaborates with clients in setting goals and choosing methods and tasks; mutually develops feasible contracts or service agreements relevant to agreed-upon goals and objectives.

Unsatisfactory Satisfactory Superior

E3. Understands various perspectives, theories, and models that guide practice.

Unsatisfactory Satisfactory Superior

E4. Identifies all appropriate levels of intervention (e.g. micro, mezzo, macro).

Unsatisfactory Satisfactory Superior

E5. Selects specific levels and methods of practice based on individual and collective client needs.

Unsatisfactory Satisfactory Superior

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

Category F: Termination and Evaluation

F1. With clients, evaluates movement toward goals and objectives.

Unsatisfactory Satisfactory Superior

F2. Terminates professional relationships appropriately and constructively.

Unsatisfactory Satisfactory Superior

F3. Seeks and uses knowledge and tools for evaluating progress and effectiveness of interventions.

Unsatisfactory Satisfactory Superior

F4. Seeks and uses knowledge and tools for evaluating one's own performance and practice.

Unsatisfactory Satisfactory Superior

F5. Critiques one's own performance non-defensively.

Unsatisfactory Satisfactory Superior

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

Category G: Understanding Social Conditions

G1. Identifies and describes the social, economic, and political conditions addressed by the organization.

Unsatisfactory Satisfactory Superior

G2. Identifies and describes the social, economic, and political conditions faced by organization's clients.

Unsatisfactory Satisfactory Superior

G3. Analyzes interactions and the effects of interactions between individuals and social systems and the larger social, political, cultural, and economic environments.

Unsatisfactory Satisfactory Superior

G4. Identifies major conditions and issues in the organization's community/ies.

Unsatisfactory Satisfactory Superior

G5. Uses an ecosystems perspective, systems theory, and power theories to analyze social conditions.

Unsatisfactory Satisfactory Superior

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

Category H: Social Policy and Social Change

H1. Identifies and analyzes the social and economic policies affecting organization's clients.

Unsatisfactory Satisfactory Superior

H2. Recognizes the positive and negative impacts of social and economic policies on clients.

Unsatisfactory Satisfactory Superior

H3. Knows origin and historical development of relevant social and economic policies.

Unsatisfactory Satisfactory Superior

H4. Identifies needed changes in social and economic policies.

Unsatisfactory Satisfactory Superior

H5. Participates in social change efforts toward social and economic justice.

Unsatisfactory Satisfactory Superior

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

Category I: Diversity

I1. Analyzes and incorporates into practice influence of diversity factors (culture, ethnicity, gender, age, disability, sexual orientation) and socio-economic status.

Unsatisfactory Satisfactory Superior

I2. Demonstrates respect for all persons irrespective of behavior, characteristics, or history.

Unsatisfactory Satisfactory Superior

I3. Demonstrates understanding of effects of stereotypes, prejudice, discrimination, and oppression on individuals, families and communities and on the formation of social and economic policies.

Unsatisfactory Satisfactory Superior

I4. Communicates effectively with people of different backgrounds and life experiences.

Unsatisfactory Satisfactory Superior

I5. Individualizes assessment, planning, intervention, and evaluation with diverse clients and systems.

Unsatisfactory Satisfactory Superior

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

Category J: Communication Skills

J1. Effectively uses verbal and nonverbal communication skills.

Unsatisfactory Satisfactory Superior

J2. Effectively uses written communication skills (correspondence, reports, records).

Unsatisfactory Satisfactory Superior

J3. Engages and works effectively with non-voluntary and/or hard-to-reach persons.

Unsatisfactory Satisfactory Superior

J4. Recognizes and responds to underlying meaning and significance of people's concerns and situations.

Unsatisfactory Satisfactory Superior

J5. Handles questions and disagreements with persons, policies, and procedures with understanding, tact, and diplomacy.

Unsatisfactory Satisfactory Superior

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

Category K: Knowledge and Use of Self

K1. Initiates, develops, and implements learning activities.

Unsatisfactory Satisfactory Superior

K2. Uses supervision for guidance, learning, and professional growth.

Unsatisfactory Satisfactory Superior

K3. Demonstrates understanding of effects of personal issues, values, beliefs, and attitudes on practice.

Unsatisfactory Satisfactory Superior

K4. Is aware of one's own biases and deals with them appropriately.

Unsatisfactory Satisfactory Superior

K5. Recognizes and plans for personal changes needed for more effective practice (e.g. work habits, style, level of knowledge and skill, use of supervision, consultation, and training).

Unsatisfactory Satisfactory Superior

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

Overall Evaluation: Superior Satisfactory Unsatisfactory

Grade recommended by Field Instructor: Pass Fail

Field Instructor Signature: _____ Date: _____

Student Signature: _____ Date: _____

Evaluation Reviewed by: _____ Date: _____

PSU Director of Field Education