

**PLYMOUTH STATE UNIVERSITY**  
*Department of Social Work*

**Mid-semester 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 assessment).

Please complete and share this assessment with the student's faculty field liaison in preparation for the mid-semester visit. 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.

We reviewed the completed evaluation form during the mid-semester site visit on \_\_\_\_\_ (date) and agreed to the following recommendations for the student's practicum for the remainder of the semester:

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Student's Name (print & sign)

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Field Instructor (print & sign)

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Faculty Field Liaison (print & sign)

Agency/Department: \_\_\_\_\_

Semester: Spring \_\_\_\_\_ (year)

Student response appended? \_\_\_\_\_ Yes                      \_\_\_\_\_ No

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\*Based on instrument developed by C. Horejsi & C. Garthwait. (2002). The Social Work Practicum: A Guide and Workbook for Students, 2<sup>nd</sup> 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.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       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).

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       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.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

B3. Works creatively and collaboratively within appropriate agency guidelines.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       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.

Needs Improvement

Basic Competence

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.

Needs Improvement

Basic Competence

Superior

C2. Uses community resources most appropriate for specific clients.

Needs Improvement

Basic Competence

Superior

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

Needs Improvement

Basic Competence

Superior

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

Needs Improvement

Basic Competence

Superior

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

Needs Improvement

Basic Competence

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.

- Needs Improvement                       Basic Competence                       Superior

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

- Needs Improvement                       Basic Competence                       Superior

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

- Needs Improvement                       Basic Competence                       Superior

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

- Needs Improvement                       Basic Competence                       Superior

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

- Needs Improvement                       Basic Competence                       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.

- Needs Improvement                       Basic Competence                       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.

- Needs Improvement                       Basic Competence                       Superior

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

- Needs Improvement                       Basic Competence                       Superior

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

- Needs Improvement                       Basic Competence                       Superior

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

- Needs Improvement                       Basic Competence                       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.

Needs Improvement                       Basic Competence                       Superior

F2. Terminates professional relationships appropriately and constructively.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       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.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       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.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

H4. Identifies needed changes in social and economic policies.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       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.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       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.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       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.

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement                       Basic Competence                       Superior

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

Needs Improvement

Basic Competence

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.

Needs Improvement

Basic Competence

Superior

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

Needs Improvement

Basic Competence

Superior

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

Needs Improvement

Basic Competence

Superior

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

Needs Improvement

Basic Competence

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).

Needs Improvement

Basic Competence

Superior

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