

**Generalist Social Work Practice: Evaluation of Student Performance**

Augsburg College  
Department of Social Work

SENIOR FIELD INSTRUCTION

**Generalist Social Work Practice: Evaluation of Student Learning and Performance**  
2008-2009

Student \_\_\_\_\_

Agency \_\_\_\_\_

Field Instructor \_\_\_\_\_

Task supervisor (if applicable) \_\_\_\_\_

Faculty Liaison \_\_\_\_\_

Dates: Assessment #1: \_\_\_\_\_ Assessment #2 \_\_\_\_\_

I. Instructions

Evaluation is a critical part of a student's professional education. It provides an important opportunity for feedback, growth, discussion and educational planning. We appreciate your careful attention to completing this evaluation form.

For each evaluation period, please rate a student on every item by entering the number that corresponds to your assessment of the student's demonstrated performance in the space to the right of each item.

The ratings are as follows:

N/O = You or other supervisors have not observed behaviors demonstrating item of evaluation.

Intern:

1. = Below agency expectations for Senior social work student, (Student has engaged in behaviors infrequently and/or ineffectively)

3. = Meets agency expectations for Senior social work student. (Student has engaged in behaviors frequently and /or effectively)

5. = Exceeds agency expectations for Senior social work student. (Student has engaged in behaviors consistently and proficiently)

**Objective 1. Knowledge of social work as a profession:**

The student...	1st Term	2nd Term
1) Demonstrates knowledge of differences between social workers and other human service professionals in context of agency services.	_____	_____
2) Explores the profession of social work through professional journal articles and associations, conferences, legislative sessions, etc.	_____	_____
3) Demonstrates application of the six ethical principles in the NASW Code of Ethics in at least one case example.	_____	_____
4) Demonstrates application of an international code of social work ethics to a case example.	_____	_____

**OBJECTIVE 2. Working knowledge of the agency and its programs.**

The student...	1st Term	2nd Term
1) Demonstrates basic knowledge of agency's history, philosophy, purpose, and structure.	_____	_____
2) Demonstrates understanding of client population.	_____	_____
3) Demonstrates understanding of agency policies, programs, and personnel.	_____	_____
4) Demonstrates knowledge of agency procedures when serving clients.	_____	_____
5) Represents the agency knowledgeably and in a professional manner to the community.	_____	_____
6) Actively contributes to decision making and other client-specific interactions with staff members.	_____	_____
7) Demonstrates the ability to access agency resources relevant to diverse populations.	_____	_____
8) Demonstrates ability to consider global and local perspectives related to agency services.	_____	_____

**OBJECTIVE 3. Uses theories of human behavior and social environment in a competent manner.**

The student...	1st Term	2nd Term
1) Relates life cycle and human development theories to individual situations.	_____	_____
2) Integrates liberal arts theory (e.g., humanities, math, science, languages, religion, social sciences, fine arts) to professional practice in at least one case context.	_____	_____
3) Applies a systems perspective (person-in-environment) to practice.	_____	_____
4) Demonstrates understanding of the impact of oppression and injustice in the lives of clients and their community.	_____	_____
5) Understands and applies at least one community-level theory.	_____	_____
6) Understands and applies at least one organization-level theory.	_____	_____

**Objective 4. Uses Augsburg’s generalist social work practice model demonstrating strengths perspective, cultural competency, direct and policy practice, local and global perspectives – Part I: General**

The student...	1st Term	2nd Term
1) Uses a variety of social work skills.	_____	_____
2) Demonstrates ability to express empathy towards clients.	_____	_____
3) Demonstrates ability to listen in a thoughtful and non-judgmental manner.	_____	_____
4) Demonstrates problem solving strengths-based approaches when working with clients.	_____	_____
5) Is able to explain and demonstrate elements of culturally competent practice, including differentiating individual and group-based differences.	_____	_____
6) Is able to explain and demonstrate elements of social justice social work when working with clients.	_____	_____
7) Demonstrates acceptance and respect for individual, group and	_____	_____

- |  |       |       |
|--|-------|-------|
| community differences.   | _____ | _____ |
| 8) Demonstrates ability to use ethical decision-making processes.                          | _____ | _____ |
| 9) Demonstrates ability to utilize policy practice skills in at least one case situation.  | _____ | _____ |
| 10) Facilitates the client in taking the lead in the social work process when appropriate. | _____ | _____ |

**Objective 4. Uses Augsburg’s generalist social work practice model demonstrating strengths perspective, cultural competency, direct and policy practice, local and global perspectives - Part II: focus on practice stages**

The student...	time one	time two
----------------	----------	----------

*Contact phase*

- |   |       |       |
|---|-------|-------|
| 1) Clarifies purpose and goal of the client/worker relationship.                        | _____ | _____ |
| 2) Recognizes and articulates the problem and strengths as the client understands them. | _____ | _____ |
| 3) Synthesizes information for assessment using the systems perspectives.               | _____ | _____ |
| 4) Draws appropriate conclusions from assessment data.                                  | _____ | _____ |
| 5) Demonstrates ability to assess for referral needs.                                   | _____ | _____ |

*Action phase*

- |   |       |       |
|---|-------|-------|
| 1) Anticipates possible impact of choices of action on the client and on the agency.    | _____ | _____ |
| 2) Demonstrates ability to develop and implement an action plan and reassess as needed. | _____ | _____ |

*Practice Evaluation*

- |  |       |       |
|--|-------|-------|
| 1) Demonstrates ability to conduct ongoing evaluation of work. | _____ | _____ |
| 2) Participates in agency’s research and program evaluation.   | _____ | _____ |

3) Assesses the effects of organizational structures on people within those structures. \_\_\_\_\_

*Closure/termination*

1) Ability to determine the point of termination. \_\_\_\_\_

2) Ability to support client during face to face termination. \_\_\_\_\_

3) Uses self appropriately in the termination process. \_\_\_\_\_

4) Uses supervision appropriately when termination is difficult or non-standard. \_\_\_\_\_

*Documentation*

1) Demonstrates ability to document accurately reflecting services provided. \_\_\_\_\_

2) Demonstrates ability to document in a timely manner. \_\_\_\_\_

3) Demonstrates ability to use agency's evaluation procedures. \_\_\_\_\_

**OBJECTIVE 5. Demonstration of professional behavior as a social work intern.**

The student... 1st Term 2nd Term

1) Demonstrates sensitivity, warmth, and acceptance of others. \_\_\_\_\_

2) Identifies and accepts the feelings of others. \_\_\_\_\_

3) Uses self-disclosure and maintains professional boundaries appropriately. \_\_\_\_\_

4) Provides services within the scope of her/his training. \_\_\_\_\_

5) Seeks feedback and incorporates suggestions into practice. \_\_\_\_\_

6) Questions assignments and methodologies, policies, or practices which seem unclear or inappropriate. \_\_\_\_\_

- |  |       |       |
|--|-------|-------|
| 7) Forms and maintains professional relationship with a wide range of people.  | _____ | _____ |
| 7) Demonstrates increased sensitivity to ethnic/cultural/diversity issues.     | _____ | _____ |
| 8) Demonstrates awareness of conflicts between own values and those of others. | _____ | _____ |
| 9) Demonstrates creativity in working on new projects.                         | _____ | _____ |
| 10) Negotiates new or unpredictable situations.                                | _____ | _____ |
| 11) Demonstrates balance in personal and professional life.                    | _____ | _____ |

**OBJECTIVE 6. Demonstration increasing self-awareness and maturity in professional practice.**

- | The student...  | 1st Term | 2nd Term |
|---|----------|----------|
| 1) Takes responsibility for her or his own learning process.      | _____    | _____    |
| 2) Takes the initiative and responsibility for work activities.   | _____    | _____    |
| 3) Identifies and analyzes personal values, attitudes and biases. | _____    | _____    |

**OBJECTIVE 7. Self-evaluation of practice and programs under supervision.**

- | The student...  | 1st Term | 2nd Term |
|---|----------|----------|
| 1) Evaluates research studies and apply findings to practice.   | _____    | _____    |
| 2) Shows beginning skills in applying research knowledge in systematically evaluating own practice under supervision. | _____    | _____    |
| 3) Shows beginning skills in applying research knowledge in systematically evaluating programs under supervision.     | _____    | _____    |
| 4) Adheres to ethical standards of scientific inquiry.  | _____    | _____    |

**COMMENTS**

---

---

---

---

---

---

---

**SIGNATURES**

Assessment #1:

Student \_\_\_\_\_ Date \_\_\_\_\_

Field Instructor \_\_\_\_\_ Date \_\_\_\_\_

Task Supervisor (if applicable) \_\_\_\_\_ Date \_\_\_\_\_

Faculty Liaison \_\_\_\_\_ Date \_\_\_\_\_

Assessment #2:

Student \_\_\_\_\_ Date \_\_\_\_\_

Field Instructor \_\_\_\_\_ Date \_\_\_\_\_

Task Supervisor (if applicable) \_\_\_\_\_ Date \_\_\_\_\_

Faculty Liaison \_\_\_\_\_ Date \_\_\_\_\_