

Augsburg College
Department of Social Work
MSW Field Work III & IV – DUAL DEGREE/MSW PROGRAM

Evaluation of Student Performance

Student _____

Agency _____

Field Instructor _____

Faculty Liaison _____

Dates of Report _____ / _____

Student's typical weekly schedule _____

I. Instructions

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

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.
- 1 = Student has engaged in behaviors demonstrating item of evaluation infrequently or less than 10% of the time he/she is able to demonstrate knowledge or skill.
- 3 = Student has engaged in behaviors demonstrating item of evaluation nearly 50% of the time he/she is able to demonstrate knowledge or skill.
- 5 = Student has engaged in behaviors demonstrating item of evaluation frequently or more than 90% of the time he/she is able to demonstrate knowledge or skill.

MSW Field Work III & IV – DUAL DEGREE

OBJECTIVE 1. To have an understanding of Advanced Generalist social work practice with families in their diverse forms.

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
1) Is able to conceptualize problems from a theoretical viewpoint.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Demonstrates knowledge of theories re: human growth and development, personality and/or others appropriate to setting.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Demonstrates knowledge of practice models appropriate for setting and population served.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Conceptualizes agency-related issues based on an understanding of the social, economic and political justice context.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Is familiar with most current information and knowledge available related to practice setting.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Demonstrates familiarity with the NASW Code of Ethics.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Others	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 2. To have a working knowledge of the agency, its programs and community.

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
1) Is aware of the agency's history, mission, programs, policies, procedures, staffing, population served, and demographics.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Can critically analyze the strengths and limitations of agency's programs, policies and procedures.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Understands the role of the agency in relation to community, state, federal, and international policies and laws.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Complies with the agency's documentation and record keeping.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Understands institutional racism and other forms and systems of oppression related to the agency.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Is familiar with the client outcomes and other evaluation results regarding client service efficacy.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Others	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 3. Utilizes a variety of assessment processes effectively and appropriately.

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
1) Demonstrates the ability to gather relevant assessment information.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Conducts assessment interviews in an effective and efficient manner, i.e., goal oriented manner.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Has the ability to draw appropriate conclusions from the assessment data.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Can distinguish between facts, inferences, speculations and hypotheses.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Has the ability to identify and justify a theoretical framework appropriate to the population served and concerns.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Has the ability to identify and justify the use of an appropriate practice model.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Has the ability to use a range of techniques to complete assessment process.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
8) Demonstrates respect for how the client sees and feels about the problem and what the client wants to change.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
9) Demonstrates appropriate use of the self in assessment process.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 3. Continues...

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
10) Exhibits sensitivity and respect in regards to race, culture/ethnicity, class and gender throughout assessment process.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
11) Has the ability to document accurately and respectfully.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
12) Has the ability to document in a timely manner (within the agency standards).	1	2	3	4	5	N/O	1	2	3	4	5	N/O
13) Provides service within the scope of student's education and training and in consultation with field instructor.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
14) Adheres to NASW Code of Ethics, e.g., informed consent, appropriate boundaries with clients, etc.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
15) Others	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 4. Uses a variety of appropriate theories and practice models effective in delivery of services.

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
1) Demonstrates the ability to negotiate a relevant contract with clients.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Can identify and justify an appropriate theoretical framework in her/his work with client.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Can identify, justify and implement an appropriate practice model in her/his work with client.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Has the ability to write and implement a treatment plan.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Can identify barriers to the success of a treatment plan.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Can adjust treatment strategies in the face of barriers.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Has the ability to use a range of techniques throughout the delivery of services.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
8) Adheres to the NASW Code of Ethics, e.g. provide services within their scope of education and training, demonstrates appropriate boundaries, etc.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

9) Demonstrates appropriate use of the self.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
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MSW Field Work III & IV – DUAL DEGREE

OBJECTIVE 4. Continues...

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)	Sometimes (about 50%)	Almost Always (more than 90%)			Almost Never (less than 10%)	Sometimes (about 50%)	Almost Always (more than 90%)				
The student...												
10) Demonstrates accurate and respectful language in all communications to and about clients.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
11) Demonstrates knowledge base and competence in the provision of services that are sensitive to client's culture.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
12) Has the ability to document accurately.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
13) Has the ability to document in a timely manner (within the agency standards).	1	2	3	4	5	N/O	1	2	3	4	5	N/O
14) Appropriately and purposefully plans for termination of services to with clients.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
15) Is familiar with and can apply most recent research related to population(s) served in practice setting.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
16) Is familiar with, and can implement, a direct practice evaluation strategy.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

17) Has the ability to integrate information from the direct practice evaluation to improve or enhance her/his direct practice strategies.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
18) Other	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 5. Demonstrates self-awareness, maturity, and professionalism in their social work practice.

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
1) Ability to identify personal strengths in the context of social work practice.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Ability to identify areas for further growth, development and/or training related to social work practice.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Seeks learning experiences to improve development areas.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Demonstrates an awareness of areas of conflict between his own values and beliefs and those of others.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Can identify and apply an ethical decision-making process to assist in making difficult choices.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Demonstrates respectful behavior towards those who disagree or are of another gender, age, race, culture, ability or economic background.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Adheres to the NASW Code of Ethics.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

8) Demonstrates an awareness of issues related to professionalism such as licensure and collective bargaining.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
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OBJECTIVE 5. Continues...

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)	Sometimes (about 50%)	Almost Always (more than 90%)	Almost Never (less than 10%)	Sometimes (about 50%)	Almost Always (more than 90%)						
The student...												
9) Demonstrates respectful manner toward colleagues	1	2	3	4	5	N/O	1	2	3	4	5	N/O
10) Does not practice, condone, facilitate or collaborate with any form of discrimination.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
11) Other:	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 6. Utilizes supervision effectively and appropriately.

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
1) Creates and implements a pertinent learning agenda.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Seeks feedback re: practice.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Responds non-defensively to feedback about professional performance.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Applies field instruction feedback to work with clients/projects.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Is able to transfer new knowledge and skills to other assigned duties.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Achieves balance between acting independently and using supervisory consultation.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Keeps field instructor informed of cases.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
8) With field instructor's help, evaluates strengths and areas for further development.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
9) Identifies self as MSW student with clients, other staff, etc.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
10) Other:	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 7. To be a practitioner in social work and ministry who can combine the values, skills and knowledge of both theology and social work to serve people in more holistic ways.

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
1) Is able to define spirituality	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Is knowledgeable about a range of religious and different cultural approaches to spirituality	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Integrates the spirituality of human beings with their psycho-social development from a humanist and strengths perspective.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Communicates effectively a non-judgmental acceptance of the client's spiritual experience.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Has ability to begin the conversation concerning spiritual needs in a non-sectarian, non-intrusive manner.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Knows community resources and refers clients for appropriate counseling and with client's consent.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Connects issues of personal resilience and spirituality according to the client's needs.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 7. Continues

Knowledge/Skills/Values	1 st Term						2 nd Term					
	Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)		Almost Never (less than 10%)		Sometimes (about 50%)		Almost Always (more than 90%)	
The student...												
8) Mediates between clients and formal systems regarding meeting spiritual needs.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
9) Is self aware concerning personal approach to spirituality and is able to differentiate spirituality and religion.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
10) Maintains professional boundaries related to personal faith and does not proselytize beliefs with clients.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
11) Acknowledges different beliefs and invites clients to express/explain their beliefs.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

OVERALL EVALUATION: STUDENT AS PRACTITIONER

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MID-TERM

Please indicate your overall evaluation of the student as practitioner by circling the word below that best describes the student. In your comments, please consider unique student characteristics, special student strengths or particular difficulties as a practitioner, and any unusual circumstances.

Poor

Marginal

Satisfactory

Very Good

Exceptional

Comments:

OVERALL EVALUATION: STUDENT AS PRACTITIONER

MSW Field Work III & IV-Dual Degree

END-TERM

Please indicate your overall evaluation of the student as practitioner by circling the word below that best describes the student. In your comments, please consider unique student characteristics, special student strengths or particular difficulties as a practitioner, and any unusual circumstances.

Poor

Marginal

Satisfactory

Very Good

Exceptional

Comments:

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MID-TERM

Additional Comments:

I recommend the following grade:

Pass
 No Credit

Field Instructor Signature Date

Student Signature Date

Field Faculty Signature Date

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END-TERM

Additional Comments:

I verify that the student has completed 480 hours:

Yes

No

I recommend the following grade:

Pass

No Credit

Field Instructor Signature

Date

Student Signature

Date

Field Faculty Signature

Date