

Augsburg College  
Department of Social Work  
**MSW Field Work I & II – FOUNDATION**

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.

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OBJECTIVE 1. Knowledge of the nature of social work as a profession.

<b>Knowledge/Skills/Values</b>	<b>1st Term</b>						<b>2nd Term</b>					
The Student...	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%)			
1) Identifies differences between social workers and other human service professionals.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Has explored the profession of social work through professional journal articles, conferences, legislative sessions, professional associations, etc.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Demonstrated familiarity with the six ethical principles in the NASW Code of Ethics.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 2. Knowledge of agency.

Knowledge/Skills/Values	1st Term						2nd 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 basic knowledge of history, philosophy, purpose, and structure of agency.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Demonstrates understanding of client population.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Demonstrates understanding of agency policy and procedures relevant to student intern's responsibilities.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Represents the agency knowledgeably and in a professional manner to the community.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Demonstrates knowledge of agency procedures when serving clients.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Actively participates in and contributes to decision making and other client-specific interactions with staff members.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Demonstrates the ability to access agency resources relevant to diverse populations.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 3. To utilize human behavior theory and social environment theories in a competent manner.

Knowledge/Skills/Values	1st Term						2nd 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 sensitivity, warmth, and acceptance of others.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Can identify and accept the feelings of others.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Appropriately uses self disclosure.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Communicates clearly.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Shows ability to use a variety of social work skills.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Can relate life cycle development theories to individual situations.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Demonstrates understanding of other theories from supporting coursework (e.g. Biology, economics, psychology, sociology).	1	2	3	4	5	N/O	1	2	3	4	5	N/O
8) Comprehends a systems perspective (person-in-environment).	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 4. Use of the problem solving practice model reflecting the strengths perspective and ecological perspective.

Knowledge/Skills/Values	1st Term						2nd 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) Identifies problem solving approaches when working with clients.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Compares and evaluates alternate outcomes in problem solving.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Recognizes and articulates the problem and the strategies as the client understands them.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Synthesizes information for assessment using systems perspective.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Facilitates the client in taking the lead in the social work process when appropriate.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Demonstrates ability to draw appropriate conclusions from assessment data.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Is able to anticipate possible impact of choices of action on the client and on the agency.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
8) Reassesses plan as needed.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 4. Continues...

<b>Knowledge/Skills/Values</b>	<b>1st Term</b>						<b>2nd Term</b>					
	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 ability to assess for referral needs.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
10) Appropriate use of self in the termination process.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
11) Appropriate use of supervision when termination is difficult or non-standard.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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OBJECTIVE 5. To demonstrate professional behavior as a social work intern.

Knowledge/Skills/Values	1st Term						2nd 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) Seeks feedback and incorporates suggestions into practice.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Is able to question assignments and methodologies, policies, or practices which seem unclear or inappropriate.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Demonstrates ability to form and maintain professional relationship with a wide range of people.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Demonstrates increased sensitivity to ethnic/cultural/diversity issues.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Demonstrates awareness of areas of conflict between our own values and those of others.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
6) Demonstrates creativity in working on new projects.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
7) Is able to negotiate in new or unpredictable situations.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
8) Demonstrates balance in personal and professional lives.	1	2	3	4	5	N/O	1	2	3	4	5	N/O

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

<b>Knowledge/Skills/Values</b>	<b>1st Term</b>						<b>2nd Term</b>					
	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 responsibility for her or his own learning process.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
2) Demonstrates initiatives and responsibility for work activities.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
3) Identifies and analyzes personal values attitudes and beliefs.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
4) Demonstrates awareness of individual differences and differences within an between groups and communities.	1	2	3	4	5	N/O	1	2	3	4	5	N/O
5) Demonstrates acceptance and respect for individual, group, and community differences.	1	2	3	4	5	N/O	1	2	3	4	5	N/O



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**OVERALL EVALUATION: STUDENT AS LEARNER**

**MID-TERM Discussion**

Please indicate your overall evaluation of the student as practitioner by checking the box 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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**OVERALL EVALUATION: STUDENT AS LEARNER**

**END-TERM Discussion**

Please indicate your overall evaluation of the student as practitioner by checking the box 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

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Field Instructor Signature

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Student Signature

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Field Faculty Signature

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**End-Term**

Additional Comments:

I verify that the student has completed 420 hours:

Yes  
 No

I recommend the following grade:

Pass  
 No credit

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Field Instructor Signature

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Student Signature

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Field Faculty Signature