

**ALABAMA A&M UNIVERSITY
THE UNDERGRADUATE SOCIAL WORK PROGRAM
SWK 407 FIELD INSTRUCTION**

EVALUATION OF STUDENT PERFORMANCE

STUDENT: _____

AGENCY: _____

FIELD INSTRUCTOR: _____

FIELD LIAISON: _____

DATE OF REPORT: _____

STUDENT'S WEEKLY SCHEDULE

_____ SEMESTER _____ DATE	
	TIME PER WEEK
Conference with field instructor must be at least one hour per week and documented	
Conference with other staff	
Staff or unit meetings	
In-service training	
Other	
ASSIGNMENTS:	
NUMBER PER WEEK	TIME PER WEEK
Projects, board meetings, in-house administrative meetings, client system meetings, community meetings	

BSW BLOCK PLACEMENT

This evaluation is designed to be used for Block Placement Students. When completing this evaluation at the end of the semester, complete all items on the student.

This evaluation has three sections: The student as **Learner, Professional and Practitioner**. You are asked to rate the frequency with which the student has demonstrated competency in each of the behaviors described. At the end of each section, please provide an overall evaluation with supporting comments. Please note that the use of the term "client" refers to work with individuals, families, groups, organizations and communities as relevant to the student's actual assignments.

Please rate the following items by circling the numbers from 1-5 that best describes the student's performance (1 is least and 5 is best performance rating).

BEHAVIOR	_____ SEMESTER					
	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
I. STUDENT AS LEARNER						
The student demonstrates the ability to:						
Use the field instructor as a teacher of social work values, ethics, knowledge and skills.	N/A	1	2	3	4	5
Participate in developing and updating the learning contract.	N/A	1	2	3	4	5
Prepare for field instruction conferences.	N/A	1	2	3	4	5
Complete dictation/ documentation	N/A	1	2	3	4	5
Identify and discuss strengths and weaknesses related to learning needs with the field instructor	N/A	1	2	3	4	5
Respond non-defensively to feedback about professional performance	N/A	1	2	3	4	5
Carry learning from field instruction conference to work with clients systems or projects	N/A	1	2	3	4	5
Use constructive criticism as a basis for trying new skills to improve practice	N/A	1	2	3	4	5
Be assertive in communicating learning needs, thoughts, and feelings appropriately	N/A	1	2	3	4	5
Make appropriate use of a range of available learning opportunities, e.g., colleagues, staff training, and workshops	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
I. STUDENT AS LEARNER						
The student demonstrates the ability to:						
Link social work theory with practice by translating concepts into specific action.	N/A	1	2	3	4	5
Share collegial work responsibilities, including accepting assignments and meeting deadlines.	N/A	1	2	3	4	5
Take an active role in collaborative work such as team meetings, staff meetings, and committees.	N/A	1	2	3	4	5
Recognize personal obstacles to working with client systems.	N/A	1	2	3	4	5
Apply theory and knowledge of HBSE into organizational practice.	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
II. STUDENT AS PROFESSIONAL:						
The student demonstrates the ability to:						
Articulate core social work values as presented in NASW Code of Ethics.	N/A	1	2	3	4	5
Identify any code(s) of ethics, which guide agency practice.	N/A	1	2	3	4	5
Protect clients' rights to confidentiality within agency policy	N/A	1	2	3	4	5
Protect clients' rights to self-determination while adhering to agency policy	N/A	1	2	3	4	5
Identify personal values about race, ethnicity, gender, age, national origin, religion, socio-economic status, sexual orientation, disability and life-styles	N/A	1	2	3	4	5
Prevent personal values, biases and experiences from interfering with practice decisions in the interest of clients	N/A	1	2	3	4	5
Act professionally and responsibly in matters of punctuality, appearance and presentation of self	N/A	1	2	3	4	5
Act on his/her commitment to social change and economic justice	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
III. STUDENT AS PRACTITIONER: A. Knowledge and skills for agency based work related to professional self-development. The student demonstrates the ability to:						
Knowledge and understanding of agency's mission, goals and objectives	N/A	1	2	3	4	5
Skill development in working with committees and/or boards	N/A	1	2	3	4	5
Ability to communicate clearly and effectively both in writing and orally	N/A	1	2	3	4	5
Flexibility, resourcefulness and creativity within the bounds of organizational policies and procedures	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
III. STUDENT AS PRACTITIONER: B. Knowledge and skill for agency based work related to Organizational structure and Function. The student demonstrates the ability to:						
Apply organizational theory to practice issues	N/A	1	2	3	4	5
Recognize and work within both the formal and informal organizational structures in the practicum setting	N/A	1	3	3	4	5
Use knowledge and understanding of the agency as a system	N/A	1	2	3	4	5
Understand and effectively interact with the authority structures of the agency	N/A	1	2	3	4	5
Understand and evaluate the relationship between agency structure and change processes	N/A	1	2	3	4	5
Recognize perceived and actual impacts of various structural patterns on work units and individual performance	N/A	1	2	3	4	5
Demonstrates ability to use community wide information and referral tools, such as directories	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
III. Student as Practitioner: C. Knowledge and skill for agency based work related to Problems solving skills The student demonstrates:						
The ability that the target of change may be a system other than the client	N/A	1	2	3	4	5
The ability to articulate some of the emotional, social (including racism, sexism, and ageism) economic and cultural facts of a presenting problem	N/A	1	2	3	4	5
Ability to gather and interpret information in order to understand the client and the clients' situation	N/A	1	2	3	4	5
Ability to motivate the client system for deeper involvement in a collaboration problem solving effort	N/A	1	2	3	4	5
Ability to recognize and change his/ her homophobic tendencies	N/A	1	2	3	4	5
Ability to demonstrates awareness of gender differences and its impact on the way he/she is being perceived by the client system	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
III. STUDENT AS PRACTITIONER:	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
D. Knowledge and skill for agency based work related to Data collection The student demonstrates:						
Ability to identify and record client data on appropriate agency forms	N/A	1	2	3	4	5
Ability to recognize and describe the unique problems of client systems from urban and rural areas	N/A	1	2	3	4	5
Ability to identify formal and informal social support resources in the client systems environment	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
III. STUDENT AS PRACTITIONER:	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
E. Knowledge and skill for agency based work related to assessments The student demonstrates:						
Ability to identify sources of strengths and stress in the client and in the client social support system	N/A	1	2	3	4	5
Ability to identify family/group dynamics	N/A	1	2	3	4	5
Ability to write an appropriate assessment statements	N/A	1	2	3	4	5
Ability to promote empowerment of oppressed client/systems by encouraging and supporting them to speak and act for themselves	N/A	1	2	3	4	5
Ability to identify and access ecologically client/system needs, issues or difficulties	N/A	1	2	3	4	5
Ability to act before assessment is completed and to develop and revise a plan of intervention based on ongoing data collection process	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
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III. STUDENT AS PRACTITIONER: F. Knowledge and skill for agency based work related to intervention The student demonstrates:	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
Ability to work cross-culturally with client systems on a sensitive and respectful manner from rural and urban areas	N/A	1	2	3	4	5
Ability to recognize and articulate when he/she is unable to help the client system bring about the change needed through direct intervention	N/A	1	2	3	4	5
Ability to work with homosexuals, minority women, particularly African American women, rural clients, homeless, AID-HIV clients, male abusers and/or at-risk populations	N/A	1	2	3	4	5
Ability to apply group work techniques to generalist practice interventions	N/A	1	2	3	4	5
Ability to apply macro practice skills to working with citizen groups and on community projects	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
III. STUDENT AS PRACTITIONER:	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
G. Knowledge and skill for agency based work related to the evaluation process The student demonstrates:						
Ability to evaluate the generalist learning opportunities at his/her placement	N/A	1	2	3	4	5
Ability to conduct practice research on behalf of diverse client systems	N/A	1	2	3	4	5
Ability to evaluate with client the extent of change since the beginning of intervention	N/A	1	2	3	4	5
Ability to utilize single-subject and other research designs to evaluate ongoing work	N/A	1	2	3	4	5
Ability to use knowledge and skills from scientific research for measuring graphing and scaling practice outcomes	N/A	1	2	3	4	5

BEHAVIOR	_____ SEMESTER					
III. STUDENT AS PRACTITIONER:	NOT ASSESSED	POOR	MARGINAL	SATISFACTORY	VERY GOOD	EXCEPTIONAL
H. Knowledge and skill for agency based work related to termination The student demonstrates:						
Plan for and have an understanding of the meaning of and reaction to termination	N/A	1	2	3	4	5
Ability to encourage client system and others to express their feelings surrounding termination	N/A	1	2	3	4	5

**COMMENTS FROM ASSIGNED AGENCY, SUPERVISOR TASK SUPERVISORS
OR ANY PERSONAL SUPERVISING STUDENT PERFORMANCE
FOR MID-TERM AND FINAL EVALUATION**

Ability to follow instructions and agency policy and procedures

Respect colleagues

Students ability to recognize safety issues and boundaries with clients.

Student demonstration of respecting boundaries with staff, clients area agencies

Attendance and punctuality

Completion of assigned tasks

Ability to work with other staff and tasks outside of their unit.

Students ability to separate personal values and religious beliefs from state/governmental policies

Field Supervisor Signature

Date

Agency Supervisor Signature

Date

Student Signature

Date