

**US ARMY-FAYETTEVILLE STATE UNIVERSITY
MASTER OF SOCIAL WORK PROGRAM
AMEDD CENTER & SCHOOL
2250 STANLEY ROAD
FORT SAM HOUSTON, TEXAS 78234**

Master of Social Work Program Student Performance Evaluation Form

Student: _____ 1ST year MSW 2nd year MSW

Agency: _____

Field Instructor: _____ **Phone:** _____ **E-mail:** _____

- The field instructor in consultation with the student must complete this evaluation form.
- Three signed copies should be returned directly to the Director of Field Education.
- Please keep a copy for yourself and the student.

This evaluation is designed to measure the ability of social work students to meet placement requirements. Please review the Placement Objectives and Evaluation of Student Performance. *Then, check the box that reflects the student's performance based on his/her level of education.* The recommended grade should be discussed with the student.

A grade of either P (pass) or F (fail) or I (incomplete) must be assigned at the end of each semester in which students have registered for field instruction. P indicates satisfactory and F means unsatisfactory performance. The grade I means that the student did not complete all the requirements during the semester.

Performance Rating Scale

- 1.....Unacceptable (never or rarely meets criteria)
- 2.....Good (meets criteria most of the time)
- 3.....Very Good (consistently meets criteria most of the time)
- 4.....Excellent (consistently meets and exceeds criteria)

I. VALUES

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Understands how the uniqueness and individuality of each person is of value;
2. Understands that all human beings have the inherent right to dignity, respect, and confidentiality;
3. Understands that all human beings have the right to influence the decisions that affect their lives;

II. MULTICULTURAL PERSPECTIVE

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Understands how an oppressive environment impacts individual and/or family system;
2. Places primacy on the strengths of oppressed groups and plans culturally appropriate services.
3. Understand the consequences of social, economic and political injustice on diverse people.

II. AUTONOMOUS SOCIAL WORK PRACTICE

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Demonstrates the social work roles, purpose and responsibility;
2. Demonstrates competence in a variety of social work practice roles (i.e. advocacy, case manager, broker, planner, counselor broker or services);
3. Conducts self in accordance with the NASW *Code of Ethics* and its core values;
4. Demonstrates competence in the various levels of social work interventions from micro to macro level practice (e.g., from direct practice with individuals to social change efforts);
5. Conducts self in a professional manner (reliable, efficient, organized, completed assigned tasks, dressed appropriately).

IV. ORGANIZATIONAL /SYSTEMS CONTEXT OF PRACTICE

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Understands agency's purpose, mission, history, funding, and structure;
2. Works creatively and collaboratively within agency guidelines;
3. Understands the relationship of the agency to other community human services organizations;
4. Analyzes tools and instruments used by the agency to evaluate program goals and objectives.

V. COMMUNITY CONTEXT OF PRACTICE

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Is aware of various community services, programs, and resources relevant to the client population
2. Uses those community resources most appropriate for clients;
3. Advocates for resources for clients and/or empowers clients to advocate for themselves;
4. Understands the effects of community factors on clients and services (e.g., rural/urban environment, demographics, funding priorities, attitudes, and economics).

VI. DATA GATHERING AND ASSESSMENT

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Gathers relevant data needed for assessments and interventions;
2. Research and analyzes data in order to understand the nature of client concerns, needs, or problems;
3. Involves the client in the process of data collection and understanding the meaning of those data;
4. Addresses the client's strengths, motivation, capacity and opportunity for change;
5. Identifies the major ecological systems related to the problem or concern being addressed (e.g., social institutions, economic structures, religious, medical, cultural systems).

VII. PLANNING AND INTERVENTION

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Sets priorities and identifies clear and measurable objectives for intervention;
2. Involves clients in setting goals, choosing interventions and developing relevant service contracts
3. Understands various perspectives, theories, and models that guide interventions;
4. Determines the most feasible and effective level of intervention (micro, mezzo, or macro);
5. Selects interventions matched to the client's situation and the agency's purpose.
6. Apply theories, techniques and strategies to client systems in different settings.

VIII. TERMINATION AND EVALUATION

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Helps clients evaluate movement toward agreed-upon goals and objectives;
2. Terminates helping relationship appropriately and constructively;
3. Uses tools that can measure client progress and evaluate the effectiveness of an intervention;
4. Seeks out and uses tools and instruments that can measure and evaluate one's own performance;
5. Examines and critiques one's own performance in an objective and non-defensive manner.

IX. SOCIAL PROBLEMS AND SOCIAL POLICY

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Identifies and describes the social problems or conditions that the agency addresses;
2. Understands how social problems develop as a result of the interaction between individuals, social systems, and the larger social environment;
3. Recognizes the positive and negative effects of social policy on clients;
4. Analyzes social policies affecting clients and identifies needed changes in these policies;
5. Understands how social policies develop and are modified over time.

X. DIVERSITY and CULTURAL COMPETENCE

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Is aware of and sensitive to client issues related to diversity (e.g., culture, ethnicity, gender, age, socioeconomic status, disability, sexual orientation);
2. Treats all people with respect regardless of their behavior, characteristics, and background;
3. Understands the effects of stereotypes, prejudice, discrimination, and oppression on individuals, families, and communities, and on the formation of social policy;
4. Communicates effectively with persons of differing backgrounds and life experiences;
5. Individualizes procedures for assessment, planning, intervention and evaluation for diverse clients.

XI. COMMUNICATION SKILLS

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Effectively uses nonverbal communication and verbal helping skills (e.g., empathic responding, active listening, mediating, counseling);
2. Effectively uses written communication (e.g., correspondence, reports, and records);
3. Is able to engage and work with non-voluntary, resistant, or hard to reach clients;
4. Recognizes the underlying meaning and significance of clients' concerns and situation;
5. Handles questions and disagreements with other staff and/or agency policies and procedures with understanding, tact, and diplomacy.

XII. KNOWLEDGE AND USE OF SELF (SELF-AWARENESS)

Excellent 2 nd yr MSW	Very Good 2 nd yr MSW	Good 2 nd yr MSW	Unacceptable 2 nd yr MSW	Excellent 1 st yr MSW	Very Good 1 st yr MSW	Good 1 st yr MSW	Unacceptable 1 st yr MSW
---	---	--	---	---	---	--	--

1. Takes the initiative in developing and implementing learning activities;
2. Uses supervision for guidance, learning, and professional growth;
3. Understands how own values, beliefs, and personal ethics enhance or interfere with practice;
4. Is aware of own biases and hindrances to personal/professional growth and deals with them appropriately;
5. Recognizes personal changes needed in order to function more effectively as a social worker (e.g., habits, personal style, level of knowledge).

COMMENTS:

Student's Signature: _____

Date: _____

Field Instructor's Signature: _____

Date: _____