WAYNE STATE UNIVERSITY
SCHOOL OF SOCIAL WORK

FIELD INSTRUCTOR ASSESSMENT OF STUDENT COMPETENCIES
MASTER OF SOCIAL WORK <u>ADVANCED</u> YEAR

STUDENT NAME

I.D. NUMBER

FIELD PLACEMENT SITE

FIELD INSTRUCTOR

TOTAL HOURS COMPLETED FOR THE SEMESTER OF ○ FALL 2009
○ WINTER 2010
○ SP/SUM 2010

_____
Field Instructor Signature   Date

_____
Student Signature   Date

**PLEASE RETURN (UPON COMPLETION) TO THE ASSIGNED
FACULTY ADVISOR FOR REVIEW**

The undersigned is responsible for the assignment of a
Satisfactory (S), Marginal (M), or Unsatisfactory (U) grade.

SEMESTER GRADE

○ S   ○ M   ○ U

TOTAL HOURS [ ]

_____
Faculty Advisor Signature   Date

_____
Faculty Advisor Name Print

Note: Students must maintain their own copy of all field evaluations. The School of Social Work does not maintain copies after graduation.

FIELD INSTRUCTOR ASSESSMENT OF STUDENT COMPETENCIES
MASTER OF SOCIAL WORK <u>ADVANCED</u> YEAR

PLEASE ANSWER EACH OF THE FOLLOWING QUESTIONS
(If more space is needed please attach additional information)

1) What is the student's role at the agency?   (Include population student works with)

2) What are the tasks the student performs at the agency?

3) What are the areas (i.e. tasks, skills) in which the student is excelling at the agency?

4) What are the areas (i.e. tasks, skills) in which the student requires additional knowledge of skills?

Field Instructor Assessment of Student Competencies
Rating Scale

Ratings are distinct for each semester; they are not cumulative. Under each competency, specific practice behaviors are listed along with specific measures to evaluate student performance.

This form may be individualized with comments after each section. If any item within a section has been rated either **Does not meet or Marginally meets minimum competencies**, a specific comment must be made regarding that item in the area provided for comments. In addition, strengths, achievements and initiatives shown by the student in the performance of his/her assignments and work contacts should be noted in the comment sections or narrative summary.

The Rating Scale is as follows:

Exceeds Minimum Competency: The student demonstrates knowledge and ability above the criteria set for each practice behavior.

Meets Minimum Competency: The student demonstrates both ability and knowledge which meet the basic expectations as listed in the criteria for each practice behavior.

Marginally Meets Minimum competency: The student requires intensive redirection. The student demonstrates effort but has difficulty in achieving required expectations for each practice behavior.

Does not meet minimum competency: The student is unable to perform even minimal tasks and does not demonstrate an understanding of the theoretical base of materials.

Not Applicable/No Opportunity: Student has little or no opportunity to engage in task.

I. Core Competency: Identify as a professional social worker and conduct oneself accordingly

Practice Behavior: Professional Role/Demeanor and Use of supervision	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
1. Displays appropriate behavior with staff and clients	O	O	O	O	O
2. Demonstrates the importance of appearance and appropriateness in dress	O	O	O	O	O
3. Knows and is able to demonstrate the importance of effective communication with others	O	O	O	O	O
4. Exhibits effective record keeping	O	O	O	O	O
5. Is able to accept and/or initiate projects beyond basic academic requirements	O	O	O	O	O
6. Knows the expectation of field instructor	O	O	O	O	O
7. Prepares for and uses supervisory sessions to reflect on practice	O	O	O	O	O
Practice Behavior: Client Access to Service					
8. Familiarizes self with client or target population's needs	O	O	O	O	O
9. Recognizes client or target population's concerns related to receiving services	O	O	O	O	O
10. Is able to access services for clients	O	O	O	O	O
Practice Behavior: Personal Values					
11. Is aware of personal values and opinions related to the client population	O	O	O	O	O
12. Recongnizes the need to manage personal values and opinions in order to assist clients or client systems	O	O	O	O	O
13. Acknowledges and accepts that all individuals have personal values and opinions that need to be recognized and processed in order to be an effective practitioner	O	O	O	O	O

Comments

II. Core Competency: Apply social work principles to guide professional practice

Practice Behavior: Ethical Decisions	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
1. Is able to describe the concept of professional codes, such as the NASW code of ethics, in guiding ethical decisions	O	O	O	O	O
2. Can discuss and accept why professional codes, such as the NASW code of ethics, are created	O	O	O	O	O
3. Knows the ethical obligations of the professional social worker in fulfilling his/her service roles and responsibilities with clients, other professionals, and the community	O	O	O	O	O
Practice Behavior: Roles, Boundaries, and Values					
4. Consistently interacts in a professional manner while at the agency	O	O	O	O	O
5. Is aware of and consistently demonstrates the need for professional boundaries	O	O	O	O	O
6. Recognizes the concept and importance of self reflection, self monitoring, and self correction	O	O	O	O	O
7. Is able to distinguish the differences among self reflection, self monitoring, and self correction	O	O	O	O	O
8. Recognizes times in which self reflection, self monitoring, and self correction are needed	O	O	O	O	O
Practice Behavior: Ethical Reasoning					
9. Recognizes the importance of considering ethical behavior in decision making	O	O	O	O	O
10. Is able to discuss ethical dilemmas with appropriate staff	O	O	O	O	O

Comments

III. Core Competency: Apply critical thinking to inform and communicate professional judgments

Practice Behavior: Organizing Knowledge	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
1. Is able to organize information in an appropriate format	O	O	O	O	O
2. Demonstrates an ability to express creative ideas	O	O	O	O	O
Practice Behavior: Assessment and Intervention					
3. Is able to identify and distinguish different assessment tools	O	O	O	O	O
4. Is able to identify and distinguish different intervention models	O	O	O	O	O
5. Knows the importance of analyzing data	O	O	O	O	O
Practice Behavior: Knowledge Integration					
6. Is aware of the importance of using different sources of information	O	O	O	O	O
7. Is familiar with how research-based knowledge affects the client or target population	O	O	O	O	O
8. Is familiar with how to evaluate personal experience when working with the client or target population	O	O	O	O	O
Practice Behavior: Oral and Written Communication					
9. Demonstrates effective oral and written skills when working with different populations	O	O	O	O	O
10. Is able to work with groups	O	O	O	O	O
11. Recognizes that practice styles need to change with working with different populations	O	O	O	O	O
12. Demonstrates effective written skills	O	O	O	O	O

Comments

IV. Core Competency: Engage diversity and difference in practice

Practice Behavior: Cultural Awareness/Diversity	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
1. Is aware of the extent to which mainstream culture structures and values may oppress others	O	O	O	O	O
2. Is aware of the manner in which the oppressed recognize and perceive mainstream culture, structures and values	O	O	O	O	O
Practice Behavior: Values and Biases					
3. Is aware of the importance of knowing personal biases and values related to different groups	O	O	O	O	O
4. Recognizes why acknowledging personal biases and values is helpful	O	O	O	O	O
5. Knows the importance of fostering a respect for diversity	O	O	O	O	O
Practice Behavior: Recognize and Communicate Life Experiences					
6. Is able to recognize and discuss the impact (s) of different life experiences with others	O	O	O	O	O
7. Is aware of appropriate life experiences to share with clients, groups and other individuals	O	O	O	O	O
8. Knows the importance that life experiences play in regards to behaviors and opinions	O	O	O	O	O
Practice Behavior: Engaged Learner					
9. Views self as a learner who requires guidance	O	O	O	O	O
10. Views and utilizes staff as helpful sources of information	O	O	O	O	O
11. Recognizes that the profession requires all social workers be life long learners	O	O	O	O	O

Comments

V. Core Competency: Advance human rights and social and economic justice

Practice Behavior: Oppression and Discrimination	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
1. Recognizes and understands different forms of oppression and discrimination	O	O	O	O	O
2. Can distinguish the difference between oppression and discrimination	O	O	O	O	O
3. Is comfortable detecting factors related to oppression and discrimination	O	O	O	O	O
Practice Behavior: Human Rights and Social and Economic Justice					
4. Recognizes the need for advocacy related to human rights and social economic justice	O	O	O	O	O
5. Is able to discuss the terms human rights and social economic justice	O	O	O	O	O
6. Can describe how human rights violations and social economic injustices have affected others	O	O	O	O	O
7. Can describe the need for supporting activities which advance social and economic justice	O	O	O	O	O
8. Demonstrates how they may do effective work to advance social and economic justice	O	O	O	O	O

Comments

VI. Core Competency: Engage in research-informed practice and practice informed research

Practice Behavior: Practice Experience and Scientific Inquiry					
1. Recognizes why research evidence is used	O	O	O	O	O
2. Knows how research affects the tasks performed at the agency	O	O	O	O	O

VI. Core Competency: Engage in research-informed practice and practice informed research

Practice Behavior: Research Evidence	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
3. Recognizes the need for ongoing and existing or evidence based research and evidence related to the field	O	O	O	O	O
4. Recognizes the importance of practice experience	O	O	O	O	O

Comments

VII. Core Competency: Apply knowledge of human behavior and the social environment

Practice Behavior: Environment/Assessment					
1. Is familiar with the processes of assessment, intervention, and evaluation	O	O	O	O	O
2. Recognizes the importance of understanding others in their own environment	O	O	O	O	O
3. Familiarizes self with how to gain information about others in their own environment	O	O	O	O	O

Comments

VIII. Core Competency: Engage in policy practice to advance social and economic well-being and to deliver effective social work services

Practice Behavior: Policies and Societal Well-Being					
1. Recognizes the need in which to be aware of policies that advance societal well-being	O	O	O	O	O
2. Is familiar with policies effecting client systems at the agency	O	O	O	O	O
3. Is able to discuss the impact of collaborations in order to foster change	O	O	O	O	O
4. Knows the manners in which to advocate for effective policy change	O	O	O	O	O

Comments

IX. Core Competency: Respond to contexts that shape practice

Practice Behaviors: Social Trends and Related Services/Leadership Roles	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
1. Recognizes the need in which to make changes to their service delivery in order to provide effective services (i.e. different location, different population, etc.)	O	O	O	O	O
2. Recognizes how societal trends affect personal biases towards certain services	O	O	O	O	O
3. Knows the importance and effects of societal trends	O	O	O	O	O
4. Recognizes the role of social workers in providing leadership to support effective changes	O	O	O	O	O
5. Is aware of the profession's history and commitment to improving the lives of those served or their communities	O	O	O	O	O

Comments

X. Core Competency: Engage, assess, intervene and evaluate with individuals, families, groups, organizations and communities

Engagement Practice Behavior: Engagement with Systems					
1. Recognizes the need to actively prepare for clients and working with systems of change	O	O	O	O	O
2. Recognizes the role he/she plays with clients/groups/organizations/communities	O	O	O	O	O
3. Knows that all participants enter the agency/organization at different stages and with different needs	O	O	O	O	O
Practice Behavior: Interpersonal Skills					
4. Recognizes and can employ the appropriate uses of empathy	O	O	O	O	O
5. Recognizes and demonstrates other interpersonal skills needed when working with clients	O	O	O	O	O

Comments

X. Core Competency: Engage, assess, intervene and evaluate with individuals, families, groups, organizations and communities

Engagement **Practice Behavior**: Focus and Outcome with Field Instructor	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
6. Recognizes and understands the importance of developing a learning plan with the field instructor	O	O	O	O	O
7. Recognizes the importance of supervision and is prepared at such meetings	O	O	O	O	O
8. Knows why work goals and desired outcomes are created and used during field work	O	O	O	O	O
Assessment **Practice Behavior:** Interpreting Client Data					
9. Recognizes and understands manners in which to collect, organize, and interpret client data	O	O	O	O	O
10. Recognizes the importance of collecting accurate client data	O	O	O	O	O
11. Recognizes the importance of recording (organizing) accurate client data	O	O	O	O	O
12. Knows how other service providers interpret client data in order to authorize services	O	O	O	O	O
13. Is able to access and utilize client data	O	O	O	O	O
Practice Behavior: Assessing Clients					
14. Recognizes and demonstrates manners in which to assess client strengths and limitations	O	O	O	O	O
15. Recognizes and can interpret the reason (s) for which client systems present with different strengths and limitations	O	O	O	O	O
Practice Behavior: Intervention Goals and Objectives					
16. Knows the importance of goals and objectives	O	O	O	O	O
17. Knows how to create effective goals and objectives	O	O	O	O	O

Comments

X. Core Competency: Engage, assess, intervene and evaluate with individuals, families, groups, organizations and communities

Assessment **Practice Behavior**: Selecting Intervention Strategies	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
18. Recognizes and employs the different types of intervention strategies	O	O	O	O	O
19. Recognizes and knows the times in which to use intervention strategies	O	O	O	O	O
Intervention **Practice Behavior:** Client(Individuals, Groups, Communities) Capacities					
20. Recognizes and demonstrates intervention strategies that promote client best interest	O	O	O	O	O
21. Knows how to gauge client capacities	O	O	O	O	O
22. Recognizes and demonstrates how to assist clients in resolving problems	O	O	O	O	O
23. Recognizes the reasons for client concerns	O	O	O	O	O
24. Recognizes and knows when to negotiate, mediate, and advocate for clients	O	O	O	O	O
25. Distinguishes the differences among negotiate, mediate, and advocate	O	O	O	O	O
26. Recognizes and demonstrates the skills needed in order to negotiate, mediate, and advocate for clients	O	O	O	O	O
Practice Behavior: Transition and Endings					
27. Is aware of the importance of transitions and endings	O	O	O	O	O
28. Recognizes personal feelings related to transitions and endings	O	O	O	O	O
29. Recognizes client feelings related to transitions and endings	O	O	O	O	O

Comments

X. Core Competency: Engage, assess, intervene and evaluate with individuals, families, groups, organizations and communities

Evaluation **Practice Behavior**: Evaluation of Work and Services	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
30. Recognizes the need in which to evaluate work and services provided	O	O	O	O	O
31. Demonstrates the skills needed in order to evaluate work and services provided	O	O	O	O	O
32. Recognizes personal feelings related to the evaluation or work and services provided	O	O	O	O	O
33. Recognizess the need in which to critically examine interventions	O	O	O	O	O
34. displays the skills needed in order to critically examine interventions	O	O	O	O	O
35. Knows why and how intervention processes are created	O	O	O	O	O

Comments

XI. Core Competency: Analyze the impact of the urban context on a range of client systems, including practice implications

Practice Behavior: Urban Context and Social Work					
1. Recognizes the challenges within an urban environment and the impact of these on client systems	O	O	O	O	O
2. Recognizes characteristics of the urban context and the need to develop effective programs, interventions and services for client systems	O	O	O	O	O

Comments

Interpersonal Practice Concentration   **Only for IP Students**

Practice Behavior: Scientific Knowledge and Development	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
1. Is able to relate theoretical understanding to assessment based on an understanding and synthesis of psychosocial dynamics	O	O	O	O	O
2. Is prepared for carrying out the necessary steps prior to working with individuals, families and/or groups	O	O	O	O	O
3. Is able to define the needs or problems of clients	O	O	O	O	O
4. Is able to demonstrate ability to establish relationship with clients	O	O	O	O	O
5. Is able to sustain meaningful and purposeful working relationship with clients	O	O	O	O	O

Evaluation: Implement and evaluate evidence based interventions					
6. Differentially determines appropriate intervention strategies and implements them accordingly	O	O	O	O	O
7. Periodically evaluates effectiveness of interventions and alters intervention plans if needed	O	O	O	O	O
8. Focuses and sets goals sequentially with individuals, families and/or groups	O	O	O	O	O
9. Determines with clients when termination is appropriate and deals with termination as apart of the social work process	O	O	O	O	O

Comments

Community Practice and Social Action Concentration   **Only for CPSA Students**

Practice Behavior: Analysis of Organizations, Communities, and Complex Systems					
1. Student is able to interpret the dynamics of an organization using theoretical frameworks	O	O	O	O	O
2. Researches and analyzes policy and develops recommendations based on this research and analysis	O	O	O	O	O
3. Uses research to establish the intervention logic of programs	O	O	O	O	O
4. Carries out the necessary steps before engaging the organization or community	O	O	O	O	O

Community Practice and Social Action Concentration   **Only for CPSA Students**

Practice Behavior: Effective models for social work practice, program, and social policies	Exceeds Minimum Competency (4)	Meets Minimum Competency (3)	Marginally Meets Minimum Competency (2)	Does not Meet Minimum Competency (1)	Not Applicable/ No Opportunity (0)
5. Is able to apply relevant concepts and strategies from models to the development, implementation and improvement of practice programs and policies	O	O	O	O	O
6. Determines appropriate intervention strategies and implements them	O	O	O	O	O
7. Evaluates effectiveness of interventions and alters interventions plans, if needed	O	O	O	O	O
8. Identifies best practices in the field and applies them to advance program development within the agency	O	O	O	O	O
Practice Behavior: Differential Application of Advanced Skills					
9. Is able to apply advanced skills in assessment, analysis, planning, implementing and evaluating	O	O	O	O	O
10. Is able to gather information about and assesses the effectiveness of linkages, networks and relationships between agency/ organization's programs and other social programs in the community	O	O	O	O	O
11. Identifies problems and evaluates pertinent factors in order to arrive at a timely and logical course of action	O	O	O	O	O
12. Establishes and maintains effective working relationships with others at all appropriate organizational levels at the agency	O	O	O	O	O
13. Establishes and maintains effective collaborative relationships with community members	O	O	O	O	O

Comments