WAYNE STATE UNIVERSITY
SCHOOL OF SOCIAL WORK

FIELD INSTRUCTOR ASSESSMENT OF STUDENT COMPETENCIES
BACHELOR OF SOCIAL WORK <u>JUNIOR</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
BACHELOR OF SOCIAL WORK <u>JUNIOR</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. Is beginning to display effective communication with others	O	O	O	O	O
4. Is beginning to demonstrate effective record keeping and written skills	O	O	O	O	O
5. Is beginning to demonstrate the need to accept and/or initiate projects beyond basic academic requirements	O	O	O	O	O
6. Is beginning to recognize the expectations of the field instructor	O	O	O	O	O
7. Is beginning to prepare for and use supervisory sessions to reflect on practice	O	O	O	O	O
Practice Behavior: Client Access to Service					
8. Is beginning to familiarize self with client or target population's needs	O	O	O	O	O
9. Is beginning to recognize client or target population's concerns related to receiving services	O	O	O	O	O
10. Is beginning to demonstrate ability to access services for clients	O	O	O	O	O
Practice Behavior: Personal Values					
11. Is beginning to display awareness of personal values and opinions related to the client population	O	O	O	O	O
12. Is beginning to recognize the need to manage personal values and opinions in order to assist clients or client systems	O	O	O	O	O
13. Is beginning to acknowledges and accept 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 beginning to describe the concept of professional codes, such as the NASW codes of ethics, in guiding ethical decisions	O	O	O	O	O
2. Is beginning to accept and discuss why professional codes, such as the NASW code of ethics, are created	O	O	O	O	O
3. Is beginning to acknowledge the ethical obligations of the professional social worker in fulfilling his/her service roles and responsibilities with clients, other professional, and the community	O	O	O	O	O
Practice Behavior: Roles, Boundaries, and Values					
4. Is able to interact in a professional manner while at the agency	O	O	O	O	O
5. Is becoming aware of and demonstrates the need for professional boundaries	O	O	O	O	O
6. Is beginning to recognize the concept and importance of self reflection, self monitoring, and self correction	O	O	O	O	O
7. Is beginning to display ability to distinguish differences among self reflection, self monitoring, and self correction are needed	O	O	O	O	O
8. Is beginning to recognizes times in which self reflection, self monitoring, and self correction are needed	O	O	O	O	O
Practice Behavior: Ethical Reasoning					
9. Is beginning to recognize the importance of considering ethical behavior in decision making	O	O	O	O	O
10. Is able to begin to recognize and 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 beginning to display ability to organize information in an appropriate format	O	O	O	O	O
2. Is beginning to demonstrate an ability to express creative ideas	O	O	O	O	O
Practice Behavior: Assessment and Intervention					
3. Is beginning to identify and distinguish different assesment tools	O	O	O	O	O
4. Is beginning to identify and distinguish different intervention models	O	O	O	O	O
5. Is beginning to recognize the importance of analyzing data	O	O	O	O	O
Practice Behavior: Knowledge Integration					
6. Is beginning to demonstrate awareness of the importance of using different sources of information	O	O	O	O	O
7. Is beginning to demonstrate familiarity with how research-based knowledge affects the client or target population	O	O	O	O	O
8. Is beginning to demonstrate familiarity 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. Is beginning to demonstrate effective oral and written skills when working with different populations	O	O	O	O	O
10. Is beginning to demonstrate ability to work with groups	O	O	O	O	O
11. Is beginning to recognize that practice styles need to change when working with different populations	O	O	O	O	O
12. Is beginning to demonstrate 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 beginning to demonstrate awareness of the extent to which mainstream culture structures and values may oppress others	O	O	O	O	O
2. Is beginning to demonstrate awareness 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 beginning to demostrate awareness of the importance of knowing personal biases and values related to different groups	O	O	O	O	O
4. Is beginning to recognize why acknowledging personal biases and values is helpful	O	O	O	O	O
5.Is beginning to recognize the importance of fostering a respect for diversity	O	O	O	O	O
Practice Behavior: Recognize and Communicate Life Experiences					
6. Is beginning to recognize and discuss the impact(s) of different life experiences with others	O	O	O	O	O
7. Is beginning to demonstrate awareness of appropriate life experiences to share with clients, groups and other individuals	O	O	O	O	O
8. Is beginning to acknowledge the importance that life experiences play in regards to behaviors and opinions	O	O	O	O	O
Practice Behavior: Engaged Learner					
9. Is beginning to view self as a learner who requires guidance	O	O	O	O	O
10. Is beginning to view and utilize staff as helpful sources of information	O	O	O	O	O
11. Is beginning to recognize that the profession requires all social workers be lifelong 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. Is beginning to recognize and understand different forms of oppression and discrimination	O	O	O	O	O
2. Is beginning to distinguish the difference between oppression and discrimination	O	O	O	O	O
3. Is beginning to display comfort in detecting factors related to oppression and discrimination	O	O	O	O	O
Practice Behavior: Human Rights and Social and Economic Justice					
4. Is beginning to recognize the need for advocacy related to human rights and social economic justice	O	O	O	O	O
5. Is beginning to discuss and understand the terms human rights and social economic justice	O	O	O	O	O
6. Is beginning to describe how human rights violations and social economic injustices have affected others	O	O	O	O	O
7. Is beginning to describe the need for supporting activities which advance social and economic justice	O	O	O	O	O
8. Is beginning to demonstrate 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. Is beginning to recognize why research evidence is used	O	O	O	O	O
2. Is beginning to acknowledge 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. Is beginning to recognize the need for ongoing and existing or evidence based research and evidence related to the field	O	O	O	O	O
4. Is beginning to recognize 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 beginning to demonstrate familiarity with the processes of assessment, intervention, and evaluation	O	O	O	O	O
2. Is beginning to recognize the importance of understanding others in their own environment	O	O	O	O	O
3. Is beginning to demonstrate familiarity 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. Is beginning to recognize the need in which to be aware of policies that advance societal well-being	O	O	O	O	O
2. Is beginning to demonstrate familiarity with policies effecting client systems at the agency	O	O	O	O	O
3. Is beginning to display the ability to discuss the impact of collaborations in order to foster change	O	O	O	O	O
4. Is beginning to acknowledge 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. Is beginning to recognize 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. Is beginning to recognize how societal trends affect personal biases towards certain services	O	O	O	O	O
3. Is beginning to acknowledge the importance and effects of societal trends	O	O	O	O	O
4. Is beginning to recognize the role of social workers in providing leadership to support effective changes	O	O	O	O	O
5. Is beginning to demonstrate awareness 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. Is beginning to recognize the need to actively prepare for clients and working with systems of change	O	O	O	O	O
2. Is beginning to recognize the role he/she plays with clients/groups/organizations/ communities	O	O	O	O	O
3. Is beginning to acknowledge that all participants enter the agency/organizations at different stages and with different needs	O	O	O	O	O
Practice Behavior: Interpersonal Skills					
4. Is beginning to recognize and can employ the appropriate uses of empathy	O	O	O	O	O
5. Is beginning to recognize 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. Is beginning to recognize and understands the importance of developing a learning plan with the field instructor	O	O	O	O	O
7. Is beginning to recognize the importance of supervision and is prepared at such meetings	O	O	O	O	O
8. Is beginning to acknowledge 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. Is beginning to recognize and understands manners in which to collect, organize, and interpret client data	O	O	O	O	O
10. Is beginning to recognize the importance of collecting accurate client data	O	O	O	O	O
11. Is beginning to recognize the importance of recording (organizing) accurate client data	O	O	O	O	O
12. Is beginning to acknowledge how other service providers interpret client data in order to authorize services	O	O	O	O	O
13.Is beginning to demonstrate the ability to access and utilize client data	O	O	O	O	O
Practice Behavior: Assessing Clients					
14. Is beginning to recognize and demonstrates manners in which to assess client strengths and limitations	O	O	O	O	O
15. Is beginning to recognize 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. Is beginning to acknowledge the importance of goals and objectives	O	O	O	O	O
17. Is beginning to demonstrate knowledge of 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. Is beginning to recognize and employs the different types of intervention strategies	O	O	O	O	O
19. Is beginning to recognize and knows the times in which to use intervention strategies	O	O	O	O	O
Intervention **Practice Behavior:** Client(Individual, Group, Communities) Capacities					
20. Is beginning to recognize and demonstrate intervention strategies that promote client best interest	O	O	O	O	O
21. Is beginning to acknowledge how to gauge client capacities	O	O	O	O	O
22. Is beginning to recognize and demonstrate how to assist clients in resolving problems	O	O	O	O	O
23.Is beginning to recognize the reasons for client concerns	O	O	O	O	O
24. Is beginning to recognize and know when to negotiate, mediate, and advocate for clients	O	O	O	O	O
25. Is beginning to distinguish the differences among negotiate, mediate, and advocate	O	O	O	O	O
26. Is beginning to recognize and demonstrate the skills needed in order to negotiate, mediate, and advocate for clients	O	O	O	O	O
Practice Behavior: Transition and Endings					
27. Is beginning to recognize the importance of transitions and endings	O	O	O	O	O
28. Is beginning to recognize personal feelings related to transitions and endings	O	O	O	O	O
29. Is beginning to recognize 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. Is beginning to recognize the need in which to evaluate work and services provided	O	O	O	O	O
31. Is beginning to demonstrate the skills needed in order to evaluate work and services provided	O	O	O	O	O
32. Is beginning to recognize personal feelings related to the evaluation or work and services provided	O	O	O	O	O
33.Is beginning to recognize the need in which to critically examine interventions	O	O	O	O	O
34. Is beginning to display the skills needed in order to critically examine interventions	O	O	O	O	O
35. Is beginning to acknowledge 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. Is beginning to recognize the challenges within an urban environment and the impact of these on client systems	O	O	O	O	O
2. Is beginning to recognize characteristics of the urban context and the need to develop effective programs and services for client systems	O	O	O	O	O

Comments