**SOCIAL WORK PRACTICUM EVALUATION**

SW 448: SOCIAL WORK PRACTICUM II

FACULTY OF SOCIAL WORK

UNIVERSITY OF REGINA

|  |  |  |  |
| --- | --- | --- | --- |
| Student Name: | Click here to enter text. | | |
| Agency: | Click here to enter text. | | |
| Field Instructor: | Click here to enter text. | | |
| Field Coordinator: | Click here to enter text. | | |
| Semester: | Click here to enter text. | Year: | Click here to enter text. |

**INTRODUCTION**

This is the evaluation form for students in Social Work Practicum II. In completing this evaluation, the goal is that the student, the faculty, and the Field Instructor will gain a clear picture of the strengths and limitations of the student’s practicum performance, and whether the practicum has been successfully completed or not. At the end of the practicum the student should be evaluated as a beginning social worker. The successful completion of the practicum constitutes a beginning level of competence in the profession.

This evaluation will be used as a major input for determining success or failure in the Social Work Practicum. The final responsibility for determining whether or not the student has successfully completed the practicum is the Field Coordinator’s, based in part on this evaluation. It is also our hope that this evaluation will be helpful to the student as he/she prepares to move into social work employment and thinks about areas for future development and growth.

There are two major components to this evaluation:

PART 1. Evaluating the student on basic, generic competencies for social work practice. Space is provided

to describe how skills were demonstrated at the end of each competency group.

PART 2. Specific ratings, while helpful in standardizing evaluations, do not always give adequate detail

about the student’s performance. It is important for you to make a few, key summary comments about the student’s performance at the conclusion of the evaluation. Please be as concrete and specific as possible, including both positive feedback, as well as noting areas that need further development.

**Pass/Fail:**

Social Work Practicum is graded on a Pass/Fail basis. In order to successfully complete this practicum, the following evaluation is used:

1. All those competencies asterisked (\*) as essential must be evaluated as satisfactory by the final evaluation. Evaluation of any of these eleven essential competencies at an unsatisfactory level by the final evaluation constitutes failure.
2. A rating of unsatisfactory of any seven (7) or more other items in this evaluation also constitutes failure in the practicum. This includes competencies as well as student defined learning objectives.

Below are five (5) categories for evaluating the practicum student’s knowledge, abilities, and professional suitability. Please rank each item according to the following five (5) point scale. Circle the appropriate number. If you have no evidence at all on which to evaluate an item, please circle N/A. This will not be taken as an evaluation of unsatisfactory in determining student performance.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | N/a |
| Unsatisfactory Performance | Marginal or inconsistent performance | Reliable and usually consistent performance | Developing abilities to initiate action independently | Exceptional performance that shows consistent initiative and analytical abilities | Not Applicable  (no opportunity to demonstrate at time of evaluation) |
| **Unsatisfactory (Fail)** | | **Satisfactory (Pass)** | | |

We recommend the student and Field Instructor collaborate on the completion of this form prior to discussion with the Field Coordinator/Faculty Liaison. When all parties have had an opportunity to read and discuss the completed evaluation, it should be signed by all three, with a copy for each. Thank you for taking the time to conduct this evaluation. It is an essential and important part of the professional education.

**Pass/Fail Descriptors:**

The following statements are global descriptors. They are supplementary to the particular task and competency ratings, and are designed to help evaluators distinguish between a passing and failing performance in Social Work Practicum.

PASS

The student practitioner demonstrates a satisfactory level of understanding and performance of core social work skills and tasks. Positive, consistent use of social work knowledge, values, principles, and ethics is demonstrated in the practicum. The student demonstrates ability to function effectively with at least one type of client system (individual, family, group, community or organization).

In the practicum, the student shows satisfactory professional judgements and increasing levels of independence in practice by demonstrating an ability to plan and carry out interventions after appropriate consultation.

Satisfactory performance also includes evidence of an open, outreaching approach on the part of the student to learning, self-awareness and to personal and professional growth opportunities.

At the conclusion of the practicum, a passing student’s practice is comparable to that of an agency-employed beginning social worker. This represents a beginning level of competence in the profession.

FAIL

The student practitioner shows an unsatisfactory or inconsistent level of understanding and performance of core social work skills and tasks, and/or inadequate use of social work knowledge, values, principles and ethics in the practicum.

There is evidence of excessive need for direction or monitoring, a lack of growth toward independence in practice, and an inability to carry responsibility and make sound professional judgements.

Unsatisfactory performance may also be indicated by a closed, reactive approach to learning, or inadequate use of learning opportunities for the development of self-awareness and for personal and professional growth.

A failing student’s practice does not meet the standards expected of a beginning social worker in the practicum agency at the end of a three month period.

**PART 1: Evaluation of Competencies**

In Social Work Practicum there are seven (7) major objectives. Upon successful completion of this course, the following outcomes should be evident:

1. The student demonstrates understanding of the field placement’s service delivery system and an ability to work within it.
2. The student demonstrates an understanding of and an ability to use a wide range of formal and informal community resources to the advantage of clients.
3. The student demonstrates positive and consistent use of social work principles, values, ethics and knowledge in professional interactions.
4. The student demonstrates an ability to function effectively with various kinds of client systems (individual, family, group, organization, community).
5. The student demonstrates an ability to make constructive use of supervision and consultation, and is able to work effectively with agency colleagues.
6. The student demonstrates an ability to effectively manage an assigned workload, and do accurate, effective and efficient written work.
7. The student demonstrates an open, outreaching approach to learning, self-awareness and professional development, and a willingness to deal with personal issues that surface in the practicum.

NOTE: Feel free to make minor adaptations to fit your agency context.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | N/a |
| Unsatisfactory Performance | Marginal or inconsistent performance | Reliable and usually consistent performance | Developing abilities to initiate action independently | Exceptional performance that shows consistent initiative and analytical abilities | Not Applicable  (no opportunity to demonstrate at evaluation) |
| **Unsatisfactory (Fail)** | | **Satisfactory (Pass)** | | |

**1) The student demonstrates understanding of the field placement’s service delivery system and an ability to work within it.**

\*(i) demonstrates an understanding of the structure of the field placement setting and its organizational dynamics

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

\*(ii) has shown an ability to interpret and clarify the setting’s professional services to clients, other agencies and people in the larger community

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

\*(iii) demonstrates a clear understanding of the strengths and limitations of the service delivery system with regard to its mandate

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(iv) can identify and appropriately question any agency standards and practices that are discordant with social work values and ethics

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(v) where appropriate, the student has intervened in order to improve or develop the delivery of service

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(vi) has acted with appropriate professional demeanour in the practicum setting

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

Please describe how these competencies were demonstrated:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Please describe areas for future improvement:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | N/A |
| Unsatisfactory Performance | Marginal or inconsistent performance | Reliable and usually consistent performance | Developing abilities to initiate action independently | Exceptional performance that shows consistent initiative and analytical abilities | Not Applicable  (no opportunity to demonstrate at time of evaluation) |
| **Unsatisfactory (Fail)** | | **Satisfactory (Pass)** | | |

**2) The student demonstrates an understanding of and an ability to use a wide range of formal and informal community resources to the advantage of clients.**

(i) has developed a sound working knowledge of community resources

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

\*(ii) demonstrates an ability to interact in a professional fashion and develop good working relationships with various resource systems in the community, to the advantage of clients

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(iii) has the skill to refer people appropriately and effectively to various resources

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

Please describe how these competencies were demonstrated:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Please describe areas for future improvement:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | N/a |
| Unsatisfactory Performance | Marginal or inconsistent performance | Reliable and usually consistent performance | Developing abilities to initiate action independently | Exceptional performance that shows consistent initiative and analytical abilities | Not Applicable  (no opportunity to demonstrate at time of evaluation) |
| **Unsatisfactory (Fail)** | | **Satisfactory (Pass)** | | |

**3) The student demonstrates positive and consistent use of social work principles, values, ethics and knowledge in professional interactions.**

(i) has a sound understanding and knowledge of social work principles, values and ethics

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

\*(ii) demonstrates application of principles, values, ethics and legal rights in working with different kinds of client systems

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(iii) demonstrates application of principles, values and ethics in contact with peers, colleagues, supervisors and representatives of other systems

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

Please describe how these competencies were demonstrated:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Please describe areas for future improvement:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | N/a |
| Unsatisfactory Performance | Marginal or inconsistent performance | Reliable and usually consistent performance | Developing abilities to initiate action independently | Exceptional performance that shows consistent initiative and analytical abilities | Not Applicable  (no opportunity to demonstrate at time of evaluation) |
| **Unsatisfactory (Fail)** | | **Satisfactory (Pass)** | | |

**4) The student demonstrates an ability to function effectively with various kinds of client systems (individual, family, group, organization, community).**

\*(i) can develop effective helping relationships with clients

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(ii) can practice effectively with at least two different kinds of client systems

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

\*(iii) demonstrates ability to make an effective assessment of problems, using theoretical frameworks, observations and data

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

\*(iv) can consistently and effectively communicate with clients concerning assessment, problem solving, intervention, contracting and evaluation of strategies and results

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

\*(v) shows an ability to work, where appropriate, in partnership with clients in problem identification, problem solving, decision making and evaluation

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(vi) demonstrates the ability to assess and intervene effectively at different client system levels to benefit the client

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(vii) can assist clients to identify and use alternatives and resources to solve problems

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(viii) demonstrates an ability to intervene effectively in a planned and appropriate way with specific objectives

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(ix) can follow a plan of action and appropriately adjust it as needed

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(x) can effectively evaluate intervention efforts

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(xi) takes evaluation into account when developing new intervention plans

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(xii) can transfer and bring closure to professional relationships appropriately

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

Please describe how these competencies were demonstrated:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Please describe areas for future improvement:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | N/a |
| Unsatisfactory Performance | Marginal or inconsistent performance | Reliable and usually consistent performance | Developing abilities to initiate action independently | Exceptional performance that shows consistent initiative and analytical abilities | Not Applicable  (no opportunity to demonstrate at time of evaluation) |
| **Unsatisfactory (Fail)** | | **Satisfactory (Pass)** | | |

**5) The student demonstrates an ability to make constructive use of supervision and consultation, and is able to work effectively with agency colleagues.**

\*(i) knows when to seek supervision and consultation, and takes appropriate initiative in doing so

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(ii) is well prepared and organized for supervision and consultation meetings

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(iii) is able to develop good working relationships with staff and use them appropriately as consultants

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(iv) seeks to contribute positively to the agency’s well-being and staff morale

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

Please describe how these competencies were demonstrated:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Please describe areas for future improvement:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | N/a |
| Unsatisfactory Performance | Marginal or inconsistent performance | Reliable and usually consistent performance | Developing abilities to initiate action independently | Exceptional performance that shows consistent initiative and analytical abilities | Not Applicable  (no opportunity to demonstrate at time of evaluation) |
| **Unsatisfactory (Fail)** | | **Satisfactory (Pass)** | | |

**6) The student demonstrates an ability to effectively manage an assigned workload, and to do accurate, effective and efficient written work.**

\*(i) demonstrates an ability to plan and organize an assigned workload, set priorities, and monitor the use of time

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(ii) is well prepared and organized for supervision and consultation meetings

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(iii) has met various recording and report writing requirements and expectations in terms of selection of content and quality of presentation, as required by the field placement setting

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

\*(iv) has met time commitments, workload demands and deadlines during the practicum

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

Please describe how these competencies were demonstrated:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Please describe areas for future improvement:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| 1 | 2 | 3 | 4 | 5 | N/a |
| Unsatisfactory Performance | Marginal or inconsistent performance | Reliable and usually consistent performance | Developing abilities to initiate action independently | Exceptional performance that shows consistent initiative and analytical abilities | Not Applicable  (No opportunity to demonstrate at time of evaluation) |
| **Unsatisfactory (Fail)** | | **Satisfactory (Pass)** | | |

**7) The student demonstrates an open, outreaching approach to learning, self-awareness and professional development, and a willingness to deal with personal issues that surface in the practicum.**

\*(i) demonstrates a positive, open approach to learning, and an ability to work through learning obstacles in a non-defensive manner

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(ii) has recognized own special skills and strengths, and areas of weakness which need development

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(iii) has demonstrated personal responsibility for, and a pro-active stance towards personal and professional self-development

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

(iv) is able to act upon constructive suggestions for change in professional and personal interactions

Mid-term: 1 2 3 4 5 N/A Final: 1 2 3 4 5 N/A

Please describe how these competencies were demonstrated:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Please describe areas for future improvement:

|  |  |
| --- | --- |
| **Mid-term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

**PART 2: Summary Comments**

a) As a summary statement, I would say that the student’s strengths are:

|  |  |
| --- | --- |
| **Mid-Term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Student Comments:

|  |  |
| --- | --- |
| **Mid-Term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

b) I would say that areas of practice needing further development are:

|  |  |
| --- | --- |
| **Mid-Term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

Student Comments:

|  |  |
| --- | --- |
| **Mid-Term:** | **Final:** |
| Click here to enter text. | Click here to enter text. |

|  |  |  |
| --- | --- | --- |
| **Field Placement**  **Mid-Term Evaluation Completed** |  | **Field Placement**  **Final Evaluation Completed** |
| Click here to enter a date. |  | Click here to enter a date. |
| DATE |  | DATE |
| Click here to enter text. |  | Click here to enter text. |
| STUDENT |  | STUDENT |
| Click here to enter text. |  | Click here to enter text. |
| FIELD INSTRUCTOR |  | FIELD INSTRUCTOR |
| Click here to enter text. |  | Click here to enter text. |
| FIELD COORDINATOR/FIELD LIAISON |  | FIELD COORDINATOR/FIELD LIAISON |

**FOR SOCIAL WORK FACULTY USE ONLY**

**The student’s participation in practicum seminars and performance in academic assignments meet satisfactory standards:**

**YES NO**

**The student’s performance of social work competencies in the field placement meets satisfactory standards**

**YES NO**

**SW 448: Social Work Practicum II Final Grade**

**PASS FAIL**