UNIVERSITY OF WISCONSIN OSHKOSH: DEPARTMENT OF SOCIAL WORK
APPLIED GENERALIST PRACTICE I & II –SW 405 and SW 451
PRACTICE BEHAVIOR - EVALUATIVE TOOL

Student Name:

Field Agency: Agency Field Instructor:

Please check the appropriate Evaluation Period:
Fall Mid-term _____ Fall Final _____ Spring Mid-term _____ Spring Final _____

Please use the following rating scale for evaluating student competency in the Field Practicum placement. Students are expected to develop competency in all of the identified practice behaviors noted below. The minimum expectations are noted in the Rating Addendum.

3: The student demonstrates competency at a beginning level social worker
2: The student is developing appropriately as a beginning level social worker
-2: The student demonstrates limited development or improvement is needed.
1: The practice behavior is identified as a goal for next semester (Only used during the Fall Semester).
-1: The student is not taking full advantage of the available opportunities to meet the practice behavior.

Educational Policy 2.1.1—Identify as a professional social worker and conduct oneself accordingly.

1 _____ Advocate for client access to the services of social work;
2 _____ Practice personal reflection and self-correction to assure continual professional development;
3 _____ Attend to professional roles and boundaries;
4 _____ Demonstrate professional demeanor in behavior, appearance and communication'
5 _____ Engage in career-long learning; and
6 _____ Use supervision and consultation to enhance practice and grow as a professional social worker

Comments:

Educational Policy 2.1.2—Apply social work ethical principles to guide professional practice.

7 _____ Recognize and manage personal values in a way that allows professional values to guide practice;
8 _____ Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;
9 _____ Tolerate ambiguity in resolving ethical conflicts; and
10 _____ Apply strategies of ethical reasoning to arrive at principled decisions.

Comments:

Educational Policy 2.1.3—Apply critical thinking to inform and communicate professional judgments.

11 _____ Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom;
12 _____ Analyze models of assessment, prevention, intervention, and evaluation; and
13 _____ Effectively demonstrate a professional voice in oral and written communication in working with
    i _____ individuals
    ii _____ families,
    iii _____ groups,
    iv _____ organizations,
    v _____ communities, and
    vi _____colleagues

Comments:

Educational Policy 2.1.4—Engage diversity and difference in practice.

14 _____ Recognize to the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;
15 _____ Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;
16 _____ Recognize and communicate their understanding of the importance of difference in shaping life experiences; and
17 _____ View themselves as learners and engage those with whom they work as informants.

Comments:

Educational Policy 2.1.5—Advance human rights and social and economic justice.

18 _____ Critically examine the forms and mechanisms of oppression and discrimination;
19 _____ Advocate for human rights and social and economic justice; and
20 _____ Engage in practices that advance social and economic justice.

Comments:

Educational Policy 2.1.6—Engage in research-informed practice and practice-informed research.

21 _____ Use practice experience to inform scientific inquiry and
22 _____ Use research evidence to inform practice.

Comments:

Educational Policy 2.1.7—Apply knowledge of human behavior and the social environment.

23 _____ Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and
24 _____ Critique and apply knowledge to understand person and environment.

Comments:

Educational Policy 2.1.8—Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

25 _____ Analyze, formulate, and advocate for policies that advance social well-being; and
26 _____ Collaborate with colleagues and clients for effective policy action.

Comments:

Educational Policy 2.1.9—Respond to contexts that shape practice.

27 _____ Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services; and
28 _____ Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

Educational Policy 2.1.10(a)–(d)—Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

For the evaluator and student: Activities in I, ii, ii, iv, and v can and are very likely to crossover. That is, if the student is working with individuals it is probable that there is engagement within the larger organization community, group and/or family.

Question 29 Directions: The **student** shall attach a prepared statement to respond to question 29 and bring it to the scheduled evaluation meeting. Responses typically include; historical function with the community, the agency as it functions within the community, what are the resources for clients, funding sources, social networks for clients as well as the agencies, identify barriers to access to resources, etc.

29 Based on your experience at the agency, how are you prepared to work with;
- i. Individuals,
- ii. Families,
- iii. Groups,
- iv. Organizations,
- v. Families,

30 _____Use empathy and other interpersonal skills; and
31 _____Develop a mutually agreed-on focus of work and desired outcomes

Assessment:
32 _____Collect, organize, and interpret client data;
33 _____Assess client strengths and limitations;
34 _____Develop mutually agreed-on intervention goals and objectives; and
35 Select appropriate intervention strategies with
- i _____ individuals,
- ii _____ families,
- iii _____ groups,
- iv _____ organizations, and
- v _____ communities;

Intervention:
36 _____Initiate actions to achieve organizational goals;
37 _____Implement prevention interventions that enhance client capacities;
38 _____Help clients resolve problems;
39 _____Negotiate, mediate, and advocate for client; and
40 _____Facilitate transitions and endings.

Evaluation:
41 _____Social workers critically analyze, monitor, and evaluate interventions.

Comments:

Student Summary Comments:

This evaluation form has been reviewed with me and a copy has been provided to me.

_____ _____
Student Signature Date

Agency Field Instructor Summary Comments:

_____ _____
Agency Field Instructor Signature Date

_____ _____

Faculty Field Instructor Signature Date

Rating Addendum

Field Supervisor Guidance

The purpose of the Rating Addendum is to provide a guideline for Field Supervisors as they complete the final evaluation of the student. At the end of the 2nd semester, it is expected that students achieve the minimum ratings outlined below.

2.1.1: In order to demonstrate an acceptable level of competency in this area students should be rated as **"3"** in all practice behaviors.

2.1.2: In order to demonstrate an acceptable level of competency in this area students should be rated as **"3"** in all practice behaviors.

2.1.3: In order to demonstrate an acceptable level of competency in this area students should be rated at least **"2"** in all practice behaviors.

2.1.4: In order to demonstrate an acceptable level of competency in this area students should be rated at least **"2"** in all practice behaviors.

2.1.5: In order to demonstrate an acceptable level of competency in this area students should be rated at least: 18: 3; 19: 2; 20: 2.

2.1.6: In order to demonstrate an acceptable level of competency in this area students should be rated at least **"2"** in all practice behaviors.

2.1.7: In order to demonstrate an acceptable level of competency in this area students should be rated as **"3"** in all practice behaviors.

2.1.8: In order to demonstrate an acceptable level of competency in this area students should be rated at least **"2"** in all practice behaviors.

2.1.9: In order to demonstrate an acceptable level of competency in this area students should be rated as **"3"** in all practice behaviors.

2.1.10: In order to demonstrate an acceptable level of competency in this area students should be rated as **"3"** in all practice behaviors. Questions 29: (Narrative question) the student responds to the prompt