

**FINAL EVALUATION OF STUDENT PERFORMANCE IN
MACRO-PRACTICE FIELD PRACTICUM**

Western New England University
Social Work Program

Please complete EACH SECTION of this evaluation.

Student Heidi Hill Faculty Field Liaison Paula Nieman

Organization Out Now Field Instructor Holly Richardson

Date of Spring Semester Evaluation 4/20/15

The student's performance in the Macro-practice Field Practicum is evaluated based on demonstrated Practice Behaviors, related to Core Competencies identified by CSWE as essential to generalist social work practice. Indicators of student achievement of the competencies are provided below. The evaluation process involves:

Evaluation Process: Agency Field Instructor and student(s) complete this evaluation form. You must share and discuss ratings during supervision.

We recognize that students will, depending on the nature of the agency in which they are placed, have more or less opportunity to demonstrate competence in specific areas. However, please evaluate and comment on all objectives. Space has been provided to describe, as specifically as possible, the student's strengths as well as those areas in which additional professional development is desirable or required. Please evaluate the student's level of performance in this Macro-practice Field Practicum based on your observation of the student's performance. If your direct observation of the student's work with clients is limited, please indicate this in the comments section.

Thank you for your thoughtful consideration of the student's learning needs and progress.

I. Overview of Student's Activities

Please describe the student's Macro-practice Field Practicum duties. Note briefly how these activities support the organization and the community/constituency it serves.

At out Now I have been used as a community educator and while in ~~out~~ group I have been on a ~~educ~~ student to all of the wonderful people at Out Now, that have a huge amount of experience.

II. Evaluation of Student Achievement of Program Core Competencies

The Western New England University Social Work Program Core Competencies are listed and operationalized below for this Macro-Practice Field Practicum. Student achievement of each Competency is demonstrated behaviorally through completion of tasks listed below.

Using the scale provided, please evaluate the student's performance for each practice behavior. Check the box if those activities were used to evaluate Practice Behavior performance. You are also encouraged to provide narrative comments for each Competency.

4	3	2	1	N/A
EXCEEDS EXPECTATIONS	MEETS EXPECTATIONS	SOMETIMES MEETS EXPECTATIONS	RARELY MEETS EXPECTATIONS	NOT APPLICABLE
The student <u>consistently and frequently</u> performs at a level that <u>exceeds</u> what would be expected for a social work student in the junior year.	The student reliably performs at a level that would be expected for a social work student in the junior year.	At times the student <u>meets expectations</u> for a junior social work student, but the student sometimes performs at a level <u>below</u> what would be expected for a social work student in the junior year	The student <u>consistently</u> performs <u>below</u> a level that would be expected for a social work student in the junior year. Student shows little evidence of understanding key concepts and/or is seldom able to effectively apply the skill.	There has not yet been the opportunity for the student to develop and practice the behavior or apply the concepts.

Competency 1—Identify as a professional social worker and conduct oneself accordingly.

Practice Behavior:

1.1 Advocate for client access to the services of social work

4	3	2	1	N/A
	X			

The student:

- Understands the unmet needs of the client, organization, and/or community
- Can label and differentially use advocacy skills to assist in client/community access
- Knowledgeable of community's strengths

Comments:

I have begun to understand the unmet need of ~~the~~ the LGBTQ at our community. But I still struggle in understanding how to advocate for them.

Practice Behavior:

1.3 Attend to professional roles and boundaries

4	3	2	1	N/A
	X	X		

The student:

- Can identify and is aware of appropriate professional boundaries in macro-level social work practice.
- Discusses and clarifies his/her professional role and boundaries in supervision

Comments:

I understand my boundaries and I am always appropriate. ~~the~~

Practice Behavior:

1.4 Demonstrate professional demeanor in behavior, appearance, and communication

4	3	2	1	N/A
	X			

The student:

- Has read and demonstrated understanding of relevant organizational policies and regulations
- Has followed all applicable organizational policies and codes of conduct
- Has followed through on all assigned responsibilities and tasks
- Has maintained a predictable schedule, keeping scheduled appointments, arriving on time, and meeting for the entire scheduled time
- Communicates appropriately with the Field Instructor and/or others in the organization
- Utilizes technology appropriately and professionally
- Dresses appropriately for the organizational context

Comments:

I have trouble expressing my feelings at ~~the~~ points because the topics are so new to me, but I have gotten better.

Practice Behavior:

1.6 Use supervision and consultation appropriately

4	3	2	1	N/A
X				

The student:

- Has followed through on suggestions of his/her Field Instructor
- Has strived to be open and honest with his/her Field Instructor
- Has kept all scheduled supervision appointments, is prepared for Meetings with an agenda, and presents his/her questions and concerns in a timely manner

Comments:

I have not missed a scheduled meeting however, not every meeting do I ask questions. Also, I need to learn to step down, and let Tari talk.

Competency 2—Apply social work ethical principles to guide professional practice.

Practice Behavior:

2.1 Recognize and manage personal values in a way that allows professional values to guide practice

4	3	2	1	N/A
X				

The student:

- Monitors how his/her personal values and ethics affect work with clients, agencies and/or the community and discusses these in supervision

Comments:

I have monitored my personal values/ethics that differ from those of our Nows at the start but towards the end I began to agree at what they were saying, with only disagreeing with some stuff. such as, all SW are "Baby snatchers" and "all white people are ~~also~~ racist."

Competency 4- Engage diversity and difference in practice.

Practice Behavior:

4.3 Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups

The student:

- Examines his/her own biases and responses during supervision
- Actively seeks feedback and guidance from others related to issues of diversity

4	3	2	1	N/A
	X			

Comments:

I have trouble recognizing my ~~in~~ privilege, but I have began working on that and feel that I have gotten ~~it~~ better.

4	3	2	1	N/A
X				

Practice Behavior:

4.4 View themselves as learners and engage those with whom they work as informants.

The student:

- Seeks to understand others' experiences, asking questions respectfully and listening to the answers
- Demonstrates a willingness to explore and consider new ideas and perspectives

Comments:

I have been willing to learn and I love listening to stories and life experiences.

Competency 5 - Advance human rights and social and economic justice.

Practice Behavior:

5.2 Advocate for human rights and social and economic justice

The student:

- Begins where the community is and demonstrates empathy for the community
- Engages in advocacy efforts with or on behalf of oppressed and/or vulnerable clients/communities

4	3	2	1	N/A
	X			

Comments:

I have tried my best to Advocate for the LGBT+ community with setting up the fundraiser and film, and getting together

Practice Behavior: with WNE CSA.

5.3 Engage in practices that advance social and economic justice

The Student:

- Understands and demonstrates the use of macro change interventions to prompt social and economic justice
- Understands macro systems concepts and how interventions fit into larger picture

4	3	2	1	N/A
	X			

Comments:

Similar as ~~well~~ above setting up ~~and~~ a fundraiser and putting on a film to ~~help~~ the ~~the~~ population but out how ~~some~~ serves is ~~through~~ ~~of~~ social justice working towards.

Competency 8—Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

Practice Behavior:

8.1 Analyze, formulate, and advocate for policies that advance social well-being

4	3	2	1	N/A
	X			

The student:

- Identifies social policies relevant to the client/organization/community's situation
- Assesses the impact of these existing policies
- Identifies, evaluates and critiques service delivery systems to understand the need for change
- Participates in efforts to make systems more responsive to client needs
- Participates in efforts to change social policy

Comments:

I have participated in efforts for social change. I have gone to court, set up a fundraiser, and observed a protest.

Practice Behavior:

8.2 Collaborate with colleagues and clients for effective policy action

4	3	2	1	N/A
X				

The student:

- Shows understanding of the need to work with colleagues and other agencies to effect social policy change
- Demonstrates the ability to work with colleagues, other agencies, and the community to effect social policy change

Comments:

I feel that I had got communication with the members of our town and WNE's CSA to set up a great fundraiser.

Competency 9—Respond to contexts that shape practice.

Practice Behavior:

9.1 Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services

4	3	2	1	N/A
	X	X		

The student:

- Will change practice behaviors to changing environments and contexts

Comments:

I have trouble in changing behaviors when working in the field because I know very little about the population, and I am not

Practice Behavior:
9.2 Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services

4	3	2	1	N/A
	X			

The student:

- Will through practice, improve service delivery

Comments:

However, I have learned how to deliver service and have begun to learn how to change practice behaviors that worked.

Competency 10— Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

10(a) Engagement

Practice Behavior:

4	3	2	1	N/A
		X		

10.1 Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities

The student:

- Demonstrates an understanding of how macro change develops for/within a community, including the phases of engagement, assessment, planning, implementation, evaluation, and termination
- Begins where the community is and understands the unmet needs and strengths of the community
- Is aware of diversity concerns within chosen communities

I understand each step.

Comments:

I have begun to learn the unmet need of the LGBTQIA and the population and the population of color but there is so much more to learn, I still struggle with

Practice Behavior:

4	3	2	1	N/A
	X			

10.2 Use empathy and other interpersonal skills

The student:

- Shows empathy for the needs, feelings, and situations of community members
- Uses interpersonal skills to gather community information and to further educate the community
- Able to access a community's strengths
- Able to collaborate with staff and colleagues to assist in change efforts

Comments:

I have been able to collaborate with staff and colleagues to set up a successful fundraiser and talk about the communities strengths ~~but I still struggle with~~ also,

10(b) Assessment

I have gained knowledge on how to use interpersonal skills to gather information and educate the community further.

Practice Behavior:

4	3	2	1	N/A
X				

10.4 Select appropriate intervention strategies

The student:

- Uses organization and community information to select appropriate intervention strategies to address a community's unmet needs

Comments:

I talked to the WNE OSA to find out the communities needs of campus and find out the best interventions and best method to spread the word about support on and off campus.

10(c) Intervention

Practice Behavior:

10.1 Initiate actions to achieve organizational goals

The student:

- Understands organization goals and through use of a planned change effort, is able to intervene to achieve these macro goals
- Is able to systemically intervene, understanding how actions relate to larger goals

Comments:

4	3	2	1	N/A

Practice Behavior:

10.4 Negotiate, mediate, and advocate for clients

The student:

- Can use differential techniques and interventions when advocating for the client, organization and/or community

Comments:

I have learned so much about different oppressions and how different oppressions look, but the only intervention that I was a part of was getting up a fundraiser and showing a film. I did observe a protest but I was not part of the fundraiser.

10(d) Evaluation

Practice Behavior:

10.1 Social workers critically analyze, monitor, and evaluate interventions

The student:

- Discusses macro practice interventions and progress in supervision
- Critiques own interventions to see where changes can be made
- Is able to change interventions, upon reflection

Comments:

I have begun to see what is effective in the community to spread the word about support and push for social change, but when running a fundraiser it is hard to change interventions, and evaluate how the interventions work.

4	3	2	1	N/A
		X		

III. Student's Potential as a Professional Generalist Social Worker

Field Instructor's Comments:
You have grown so much in your time here. This definitely wasn't an easy internship but you kept an open mind and stuck with it. You have a better understanding than most social workers of the

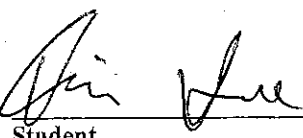
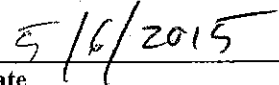
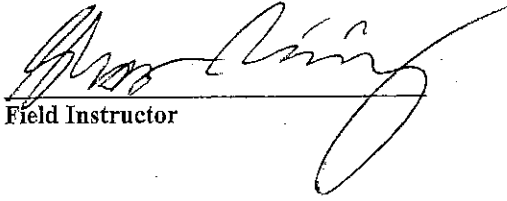

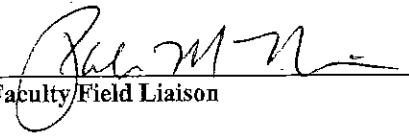
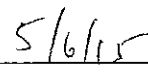
systematic oppression that exists.

Student's Comments:
Through this internship I learned that to be able to be empathetic towards a client you really have to understand where they come from. In addition, how are you going to meet a client where they are at if you have no idea what they have go through.

Field Liaison's Comments:
Kevin demonstrated an openness and willingness to learn about the perspectives of people who are very different from him. He was able to gain a greater appreciation for various forms of social action/social movements, and learned about peoples' subjective experiences of racism, homophobia,

classism, and other forms of oppression.

V. Signatures

 Student	 Date
 Field Instructor	 Date
 Faculty/Field Liaison	 Date