

**Kent School of Social – University of Louisville**  
**Mid-Term Practicum Performance Evaluation**  
**SW 470/SW 471**

Fall Semester

Spring Semester

**Student:** \_\_\_\_\_

**Student ID:** \_\_\_\_\_

**Agency:** \_\_\_\_\_

**Hours to Date:** \_\_\_\_\_

**Practicum Supervisor:** \_\_\_\_\_

**Task Supervisor:** \_\_\_\_\_

**Educational Objectives approved by practicum supervisor and practicum faculty?**

Yes  No, if no Educational Objectives must be completed before the Mid-Term Evaluation is completed.

**Instructions:** Supervisors should select the most appropriate rating for each practice behavior in each competency. Ratings of Competency Not Yet Demonstrated or Exceptional Competency should be discussed in the supervisor comment section. Students should comment as to level of agreement with the rating and plan of focus for the remainder of the semester. Supervisors and students should complete the Mid-Term evaluation prior to the Mid-term visit. Practicum Faculty will write comments at the Midterm visit. Supervisors and students are encouraged to retain copies of the evaluation. Practicum faculty should take the original copy of the evaluation.

Competency	Competency Not Yet Demonstrated	Emerging Competency	Advancing Competency	Proficient Competency	Exceptional Competency
<b>Professional Identity</b>	Needs to maintain roles and boundaries	Marginally maintains roles and boundaries	Increasingly maintains roles and boundaries	Effectively maintains roles and boundaries	Expertly maintains and roles and boundaries
	Needs to practice self-reflection	Marginally practices self-reflection of practice	Increasingly practices self-reflection of practice	Effectively practices self-reflection of practice	Expertly practices self-reflection of practice
	Needs to actively seek learning and professional development opportunities	Marginally seeks learning and professional development opportunities	Occasionally seeks learning and professional development opportunities	Frequently seeks learning and professional development opportunities	Constantly seeks learning and professional development opportunities
	Needs to practice organization and time management	Marginally practices organization and time management	Increasingly practices organization and time management	Effectively practice organization and time management	Expertly practices organization and time management
	Needs to maintain a professional demeanor in dress, attitude, and behavior	Marginally maintains a professional demeanor in dress, attitude, and behavior	Increasingly maintains a professional demeanor in dress, attitude, and behavior	Consistently maintains a professional demeanor in dress, attitude, and behavior	Always maintain a professional demeanor in dress, attitude, and behavior
<b>Critical Thinking</b>	Needs to identify problems/issues	Marginally identifies problems/issues	Partially identifies problems/issues	Effectively identifies problems/issues	Expertly identifies problems/issues
	Needs to consider other perspectives, possible	Considers only one perspective,	Partially considers multiple perspectives,	Effectively considers multiple	Expertly considers multiple perspectives,

	<p>interventions and implications</p> <p>Needs to make decisions based on ethical principles and evidence based information</p> <p>Needs to evaluate outcomes</p>	<p>possible intervention and implication</p> <p>Marginally makes appropriate decisions based on ethical principles and evidence based information</p> <p>Recognizes the need to evaluate outcomes</p>	<p>possible interventions and implications</p> <p>Increasingly makes appropriate decisions based on ethical principles and evidence based information</p> <p>Increasingly proposes ways to evaluate outcomes</p>	<p>perspectives, possible interventions, and implications</p> <p>Effectively makes appropriate decisions based on ethical principles and evidence based information</p> <p>Effectively proposes/acts to evaluate outcomes</p>	<p>multiple possible interventions and implications</p> <p>Expertly makes appropriate decisions based on ethical principles and evidence based information</p> <p>Expertly proposes/acts to evaluate outcomes</p>
<b>Values and Ethics</b>	<p>Needs to read the NASW Code of Ethics</p> <p>Needs to recognize/identify personal and professional values</p> <p>Needs to recognize ethical dilemmas that occur in the agency</p> <p>Needs to identify ethical principles for decision-making</p>	<p>Marginally identifies applicable section of the Code of Ethics for questions/concerns</p> <p>Marginally identifies personal and professional values</p> <p>Identifies at least one ethical dilemmas occurring within the agency</p> <p>Marginally discusses ethical principles used for decision-making</p>	<p>Increasingly identifies and applies applicable sections of the Code of Ethics for questions/concerns</p> <p>Increasingly identifies and discusses personal and professional values</p> <p>Identifies at least one ethical dilemmas occurring within the agency</p> <p>Increasingly discusses ethical principles used when arriving at decisions</p>	<p>Effectively identifies and applies applicable sections of the Code of Ethics for questions/concerns</p> <p>Effectively discusses personal and professional values</p> <p>identifies the most common ethical dilemmas occurring within the agency</p> <p>Effectively discusses ethical principles used when arriving at decisions</p>	<p>Expertly identifies and applies applicable sections of the Code of Ethics for questions/concerns</p> <p>Expertly discusses personal and professional values</p> <p>Identifies and discusses the most common ethical dilemmas occurring within the agency</p> <p>Expertly discusses ethical principles used when arriving at decisions</p>
<b>Diversity</b>	<p>Needs to identify diversity within the agency</p> <p>Needs to increase knowledge of special populations</p> <p>Needs to identify issues related to diversity</p>	<p>Marginally identifies diversity within the agency</p> <p>Requires prompting to acquire information of special populations</p> <p>Marginally identifies issues related to diversity</p>	<p>Increasingly identifies diversity within the agency</p> <p>Requests assistance in acquiring information of special populations</p> <p>Increasingly identifies issues related to diversity</p>	<p>Effectively identifies diversity within the agency</p> <p>Independently seeks information of special populations</p> <p>Effectively identifies issues related to diversity</p>	<p>Expertly identifies diversity within the agency</p> <p>Shares newly acquired information of special populations with supervisor and staff</p> <p>Expertly identifies issues related to diversity</p>
<b>Social and Economic Justice</b>	<p>Needs to identify issues of oppression and discrimination that clients</p>	<p>Marginally identifies at least one issue of oppression and discrimination that</p>	<p>Increasingly identifies at least one issue of oppression and discrimination that</p>	<p>Effectively identifies at least two issues of oppression and discrimination that</p>	<p>Clearly identifies multiple issues of oppression and discrimination that impact clients and</p>

		impacts clients	impacts clients	impact clients and identifies at least one possible opportunity for advocacy	identifies multiple possible opportunities for advocacy
<b>Human Behavior in the Social Environment</b>	Needs to identify concepts of lifespan development	Marginally identifies concepts of lifespan development	increasingly identifies concepts of lifespan development	Effectively identifies concepts of lifespan development	Expertly identifies concepts of lifespan development
<b>Generalist Social Work Practice</b>	Needs to demonstrate skills in all levels of practice	Demonstrates marginal skills in at least one level of practice including assessment, intervention, and evaluation	Demonstrates increasing skills in at least two levels of practice including assessment, intervention, and evaluation	Demonstrates effective skills in at least two levels of practice including assessment, intervention and evaluation	Demonstrates expert skills in all levels of practice including assessment, intervention and evaluation
<b>Social Policy</b>	Needs to read agency policy	Has read agency policy and makes few connections between policy and service delivery	Increasingly makes connections between agency policy and practice	Effectively makes connections between agency policy and federal/state/local policy on service delivery and identifies possible points of advocacy	Expertly makes connections between agency policy, federal/state/local policy on service delivery and identifies possible points of advocacy
<b>Communication Skills</b>	Needs to be assertive in appropriate contexts	Marginally assertive in appropriate contexts	Increasingly assertive in appropriate contexts	Effectively assertive in appropriate contexts	Exceedingly assertive in appropriate contexts
	Needs to adapt to difficult situations	Adapts to a few difficult situations	Adapts to some difficult situations	Adapts to most difficult situations	Adapts to all difficult situations
	Needs to convey appropriate information	Marginally conveys appropriate information	Increasingly conveys appropriate information	Effectively conveys appropriate information	Expertly conveys appropriate information
	Needs to submit complete and timely documentation	Marginally submits complete and timely documentation	Increasingly submits complete and timely documentation	Effectively submits complete and timely documentation	Expertly submits complete and timely documentation
	Needs to identify and convey concepts and practice assessments and decisions	Marginally identifies and conveys concepts and practice assessments and decisions	Increasingly identifies and conveys concepts and practice assessments and decisions	Effectively identifies and conveys concepts and practice assessments and decisions	Expertly identifies and conveys concepts and practice assessment and decisions
<b>Supervision and Consultation</b>	Needs to prepare for and attend supervision	Marginally prepares for and attends supervision	Partially prepares for and attends supervision	Effectively prepares for and attends supervision	Expertly prepares for and attends supervision
	Needs to identify areas of concerns	Marginally identifies areas of concern	Partially identifies areas of concern	Effectively identifies areas of concern	Expertly identifies areas of concern

	Needs to act on feedback and follow directives;  Needs to appropriately identify when consultation is warranted  Requires constant monitoring	Marginally acts on feedback and follows directives  Marginally identifies when consultation is warranted  Requires more frequent monitoring	Increasingly acts on feedback and follow directives  Increasingly identifies when consultation is warranted  Requires increasingly less than expected level of monitoring	Effectively acts on feedback and follows directives  Effectively identifies when consultation is warranted  Requires expected level of monitoring	Expertly acts on feedback and follows directives  Always effectively identifies when consultation is warranted  Requires less than expected level of monitoring
<b>Functions within the organization and Service Delivery System</b>	Needs to follow agency policy and guidelines  Needs to appropriately express concerns and raise questions  Needs to offer suggestions for making change in a professional manner	Marginally follows agency policy and guidelines  Marginally appropriate in expressing concerns and raise questions  Marginally offers suggestions for making change in a professional manner	Increasingly follows agency policy and guidelines;  Increasingly appropriate in expressing concern and raises questions  Increasingly offers suggestions for making change in a professional manner	Consistently follows agency policy and guidelines;  Consistently appropriate in expresses concerns and questions  Effectively offers suggestions for making change in a professional manner	Always follows agency policy and guidelines  Always appropriate in expressing concerns and questions  Effectively offers suggestion for making changes in a professional manner based on evidence/research

**Overall Practicum Performance:**       Marginal (Corrective Action Plan Needed)       Satisfactory to Excellent

**Supervisor Comments:**

**Student Comments:**

**Practicum Faculty Comments:**

**Signatures:**

**Student:** \_\_\_\_\_

**Task Supervisor:** \_\_\_\_\_

**Practicum Supervisor:** \_\_\_\_\_

**Practicum Faculty:** \_\_\_\_\_

**Date:** \_\_\_\_\_