Mastery of Competencies for Advanced Field Placement

Advanced Placement Evaluation Form Must Be Received by Thursday, April 2004.

__________________________ has applied for Advanced Placement in the Master of Social Work Degree Program at California State University, Sacramento, and provided your name as a field educator who could evaluate mastery of practicum competencies. Advanced Placement means that the student would bypass the professional foundation year and immediately enters the advanced (residency) curricula, which includes the advanced generalist practicum and completion of a thesis/research project.

Knowledge and Skills Competency Rating Scale

Please utilize the following rating scale throughout this document:

1= applicant had difficulty grasping concepts and/or lacked skill
2= applicant grasped ideas but did not demonstrate beginning competency
3= applicant grasped ideas and demonstrated beginning competency
4= applicant grasped ideas and demonstrated competency but not consistently
5= applicant grasped ideas and demonstrated competency fairly consistently (the competency was not an integrated part of the applicant's performance)
6= applicant grasped ideas and consistently demonstrated competency.

I. Work Management and Professional Influence

_____ a. Handled workload in systematic, orderly fashion
_____ b. Skilled in case recording, writing reports and assessments, and meeting agency requirements for documentation necessary for professional learning and accountability
_____ c. Clarified purposes, role, and agency function, including capacities and limitations
_____ d. Accurately articulated the mission, goals, and structure of the agency
_____ e. Adhered to agency policies, procedures, and regulations and had a thorough understanding of the organizational environment
_____ f. Identified service delivery problems within the agency
_____ g. Worked within the purpose, structure, and constraints of the agency and made suggestions for change in a responsible manner
_____ h. Work effectively and cooperatively with other staff members and volunteers

Overall rating:__________________
Please provide your assessment of strengths and weaknesses regarding the applicant’s work management and professionalism:


II. SELF AWARENESS

_____ a. Recognized her/his personal values and ethics in social work practice

_____ b. Recognized and shared personal thoughts, feelings, and values about client systems and facilitated their expression, particularly those that were prejudiced and or biased

_____ c. Recognized and managed own personal anxiety when faced with new and/or difficult situations

_____ d. Understood, accepted, and worked with resistance within self

_____ e. Related comfortably with clients who had different value or lifestyles or who behaved in ways that could be labeled as “deviant,” “racist,” “oppressive”, etc.

_____ f. Was aware of feelings toward a client and had the ability to sort the realistic from the provoked and to identify self-generated responses to the client

_____ g. Responded to, accepted, and worked with both the rational and irrational components in clients’ behaviors

Overall rating: __________________________

Please provide your assessment of strengths and weaknesses regarding the applicant’s self awareness:


III. CRITICAL THINKING SKILLS

_____ a. Identified the theoretical bases for viewing individuals, families, groups, organizations, and communities as interrelated and distinct parts of social systems

_____ b. Analyzed (structure, dynamics, processes) systems (including organizations and communities) and assessed, planned, intervened, and evaluated using the perspective of prevention

_____ c. Identified problems in terms of service provision gaps, knowledge gaps, and research needs

_____ d. Used research concepts and results of research in analysis, planning, and evaluation
Overall rating: ____________

Please provide your assessment of strengths and weaknesses regarding the applicant’s critical thinking skills:

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________________________________________________________________________

________________________________________________________________________

IV. ASSESSMENT AND PROBLEM FORMULATION SKILLS AND KNOWLEDGE REQUIREMENTS

_____ a. Identified presenting and underlying problems (themes, patterns, metamessages) as well as the potential for change in the client system (individual, family, groups, organization, community)

_____ b. Explored situations, gathered information, and presented information so it was understood by others

_____ c. Conducted assessments based on agency requirements and general biopsychosocial interacting processes

_____ d. Viewed human organizational behavior developmentally and systematically and was aware of the effects of the environment, tin social reality (class, culture, race, ethnic group, religion, gender, age), and norms and values, and their impact on the client system

_____ e. Assisted the client system to identify needs, explored the client system’s culture and expectations regarding the needed resources, and provided clear information

_____ f. Understood and utilized a theoretical framework to explain what motivated individuals, families, and groups to change; applied knowledge of human behavior and problem solving

Overall rating: ____________

Please provide your assessment of strengths and weaknesses regarding the applicant’s assessment and problem formulation skills and knowledge requirements:

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

V. INTERVENTION STRATEGIES AND SKILLS

_____ a. Questioned and thought critically about programs, theories, intervention strategies, and alternative strategies

_____ b. Assisted the client system to select goals that maximized the client system’s motivation, opportunity, and capacity

_____ c. Established mutually acceptable contracts with clients
d. Focused and maintained a sense of purpose and direction, and assisted the client system on task

e. Engaged the client system and used a variety of approaches and strategies for problem solving

f. Formulated ideas about the process and the steps involved in moving from problem identification through evaluation/termination and demonstrated a capacity to do so

g. Was skilled in analyzing (structure, dynamics, and processes) and leading small groups in purposeful interaction, problem solving, and strategies for change

Overall rating:____________________

Please provide your assessment of strengths and weaknesses regarding the applicant’s intervention strategies and skills:

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____________________________________

VI. EVALUATION/TERMINATION SKILLS

a. Understood the importance of evaluating case termination and letting go of programs; actively engaged this process with client systems at the appropriate times

b. Evaluated the effectiveness of his/her intervention and measured outcomes and progress

c. Analyzed and articulated the consequences of change

d. Designed and implemented client and program evaluation strategies

e. Accepted responsibilities for transfer/termination/letting go through oral and written communication

Overall rating:____________________

Please provide your assessment of strengths and weaknesses regarding the applicant’s evaluation/termination skills:

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____________________________________
____________________________________
VII. USE OF COMMUNITY RESOURCES

_____ a. Viewed the community from sociological and psychological perspectives in order to use and understand community resources and networks

_____ b. Identified, understood, and utilized community agencies and resources

_____ c. Made effective and appropriate referrals

_____ d. Established professional working relationships with external agency personnel

_____ e. Participated and engaged in professional community activities as part of field work assignments

Overall rating: _______________________

Please provide your assessment of strengths and weaknesses regarding the applicant’s use of community resources:

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________________________________________________________________________
________________________________________________________________________

VIII. PROFESSIONAL GROWTH AND DEVELOPMENT

_____ a. Accepted and utilized feedback to improve his/her effectiveness

_____ b. Sought formal and informal opportunities to learn within the agency and community

_____ c. Planned for and utilized supervision time with you to increase practice skills, knowledge, and self-underStanding

_____ d. Appropriately shared information with you about field-related activities and concerns

_____ e. Critically examined the effects of his/her behavior and values on his/her practice as a social worker

_____ f. Understood and identified with the role of social work professionals as distinct from other human services workers

_____ g. Assumed responsibility and directed the planning, content, and focus of his/her own learning experience

_____ h. Communicated clearly in oral and written formats

Overall rating: _______________________

Please provide your assessment of strengths and weaknesses regarding the applicant’s professional growth and development:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
IX. READINESS FOR CONCENTRATION STUDY

_____ a. Integration of academic knowledge with practicum
_____ b. Impact of policy upon service delivery and populations served
_____ c. Skilled use of strategies needed to work with various client populations
_____ d. Strong identification with professional ethics

Overall rating: __________________________

Please provide your assessment of strengths and weaknesses regarding the applicant’s readiness for advanced study in a concentration that includes thesis/research project study:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

X. Does this student, in your opinion, have the skill, knowledge, and ability to undertake a second-year graduate field experience? Yes No

Comments: _______________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Signature/Title____________________________________________________________

Agency_____________________________________________________________________

Date__________________________________________________________

Please return Thursday, April, 2004

Please return this form in a sealed envelope signed over the seal directly to:

California State University, Sacramento
Division of Social Work
Amit Jaduram, Graduate Admissions
6000 J Street
Sacramento, California 95819-6090

REVISED: 03/1/04