

Evaluation of Student Performance in Management and Community Practice

Student Name:

Semester: Fall Spring Summer

Agency:

Mid-term End of Semester

Field Instructor:

Date: _____

Field Consultant:

Total Hours For This Semester: _____

This form is used to evaluate the student's field practice performance in the management and community practice practicum. The evaluation is based on the objectives for the MCP concentration. The evaluation form should be completed at mid-term and at the end of each semester and be done jointly by the student and field instructor. The student is expected to successfully meet all objectives by the end of the academic year.

The completed and signed learning plan should be returned to the Senior Recorder, UT College of Social Work. The Senior Recorder will be responsible for obtaining the signature of the field consultant. The field instructor and the student should keep a copy for their records and for the purpose of reviews and revisions.

Knoxville - Return to
228 Henson Hall
Knoxville, TN 37996-3333

Memphis - Return to
711 Jefferson
Room W-607
Memphis, TN 38163

Nashville-Return to
193 Polk Ave, Suite E
Room 278
Nashville, TN 37210

Check all the activities the student participated in during this report period.

- | | |
|--|---|
| <input type="checkbox"/> Needs assessment | <input type="checkbox"/> Analyze program evaluation data |
| <input type="checkbox"/> Write new program policies | <input type="checkbox"/> Agency board meeting |
| <input type="checkbox"/> Revise personnel policies | <input type="checkbox"/> Staff meeting |
| <input type="checkbox"/> Write new personnel policies | <input type="checkbox"/> Interagency/community meeting |
| <input type="checkbox"/> Recruit/screen volunteers | <input type="checkbox"/> Advocate for legislative change |
| <input type="checkbox"/> Develop marketing/P.R. materials | <input type="checkbox"/> Cost benefit analysis |
| <input type="checkbox"/> Write a grant | <input type="checkbox"/> Develop a computer database |
| <input type="checkbox"/> Develop a program evaluation plan | <input type="checkbox"/> Presentation to staff or community group |

List any workshops, conferences or training that the student has attended during this evaluation period.

Students must have at least one hour of formal individual supervision per week. The number of weekly field instruction conferences held: _____

Goals and Objectives: (Rate the extent to which your student is able to)

Meets Objectives Progressing Toward Objectives Does Not Meet Objectives Not Initiated

1. Demonstrate use of major theories and models of organizational, management, community, and policy practice in a variety of settings so as to select and implement effective decision-making and planned change strategies.

- | | | | | | |
|----|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. | Identify the management and organizational theory(ies) that are in use in the agency. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. | Describe how management and /or community practice principles are applied in the agency. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | Identify the nature and characteristics of the internal and external environment of the agency in light of societal trends. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | Evaluate the decision making process, including roles and the effectiveness of the process and outcomes. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

2. Incorporate the ethics and values of the profession in practice and in the development of the professional self, with vulnerable and diverse populations in planning change efforts that are empowering and that advance social and economic justice.

- | | | | | | |
|----|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. | Identify how the community service system interacts with needs of the agency's target population. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. | Assess how the agencies services meet/fail to meet the individualized needs of the client system with particular sensitivity to vulnerable populations. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | Analyze the cultural diversity of agency staff relative to populations served by the agency. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | Assess agency programs to determine if a client strengths and empowerment perspective is evident. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. | Evaluate the degree to which professional values and ethics are demonstrable in the organization. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Goals and Objectives: (Rate the extent to which your student is able to)	Meets Objectives	Progressing Toward Objectives	Does Not Meet Objectives	Not Initiated
3. Critically analyze and evaluate organizational, community, and political systems through use of policy analysis and evaluation research.				
a. Analyze public and agency policies relative to the service needs of a specific, vulnerable client group.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Use program evaluation methodology to more effectively deliver services and manage programs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. Analyze various sources of information to assess program options and/or strategies for the improvement of services, especially to high risk, vulnerable populations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Design and implement community, organizational or policy related interventions using management, community organizing, community development, and policy practice skills.				
a. Evaluate agency services as they impact on the needs of diverse populations for organizational decision making.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Plan and implement organizational, community, or organizational change project.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Goals and Objectives: (Rate the extent to which your student is able to)	Meets Objectives	Progressing Toward Objectives	Does Not Meet Objectives	Not Initiated
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5. Assess, strengthen and employ resources available in the agency, including personnel, technological, and fiscal resources.

- | | | | | | |
|----|--|--------------------------|--------------------------|--------------------------|--------------------------|
| a. | Apply skills in employee recruitment, staff development and/or determination of compensation and benefits. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. | Participate in agency's funding and allocation process (e.g., grant writing, contract negotiation, etc.) including financial planning and cost benefit analysis. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | Identify financial management issues that affect the agency's ability to provide services. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | Apply computer technology to manage data, evaluate, and improve programs and services. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

6. Actively engage in developing his/her professional self

- | | | | | | |
|----|---|--------------------------|--------------------------|--------------------------|--------------------------|
| a. | Meet agency/professional standards for attendance, appointments and meetings | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| b. | Prepare for supervision conferences through reading, setting the agenda, and being prompt | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| c. | Seek and initiate opportunities for learning | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| d. | Follow through on commitments to clients and agency | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| e. | Interact with clients, colleagues, agency personnel and other professionals in an ethical and professional manner | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| f. | Assess strengths and limitations as a professional and use that awareness as tool for learning | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| g. | Distinguish his/her own needs, experiences, and values from those of the client | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| h. | Integrate new knowledge and/or suggestions given by field instructor | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Summarize the student's major strengths.

Summarize the areas for ongoing development:.

If there are areas of concern, specify the steps needed to address the concern.

Field Instructor

Student

Field Consultant

Date