

WESTERN MICHIGAN UNIVERSITY
School of Social Work

INTERPERSONAL PRACTICE CONCENTRATION
2nd Year Student Field Evaluation Survey

PRESENTATION OF THE PHASES OF THE SOCIAL WORK CLINICAL PROCESS
AND THE COMPETENCIES NEEDED FOR INTERPERSONAL PRACTICE

| | |
|-------------------|---|
| Student: | Student Level: Full-time MSW Extended MSW Adv. Standing MSW |
| Faculty Liaison: | Semester: Fall Spring |
| Field Instructor: | Date: Number of Hours Completed: |
| Agency: | Work Study: Yes No |

GENERAL INSTRUCTIONS FOR FIELD INSTRUCTOR: This instrument was designed to facilitate IP students' competencies. The first three sections of this instrument are organized according to the three phases of the social work clinical process -- Engagement/Assessment, Planning, and Intervention. Each phase has two subsections -- activities and competencies -- and each subsection has a list of items. The instrument also has eight other sections (IV-XI) with lists of professional competencies. Please assess and rate the degree to which each student has experienced the activity and demonstrated the competency. Indicate your rating by circling one of the numbers in the scale next to each item. The **competency** scale ranges from Strongly Agree (SA=1) to Strongly Disagree (SD=6). The **activities** scale ranges from frequencies of (>10) ten or greater, (5-9), (2-4), (1) and none. The instrument also provides opportunities for qualitative comments. We are particularly interested in your comments related to any areas that you indicate not applicable.

It is anticipated that this instrument will serve as a guide for the field learning contract. The findings of this instrument will be used on an individual level with each student, field instructor and field liaison to assess student performance and to set developmental goals. The findings will also be aggregated to study overall patterns and trends of IP students. The identity of the students, field instructors and agencies will not be revealed in any cohort analysis. The aggregated findings will be disseminated to the field instructors.

I. Engagement/Assessment Phase

Frequency of Experience

A. Activities

| | | | | | |
|---|-----|-----|-----|---|------|
| 1. Engagement and Problem Definition | >10 | 5-9 | 2-4 | 1 | None |
| 2. Exploration, Investigation, Data Collection | >10 | 5-9 | 2-4 | 1 | None |
| 3. Goal(s) Identification | >10 | 5-9 | 2-4 | 1 | None |
| 4. Negotiation of Preliminary Intervention Plan | >10 | 5-9 | 2-4 | 1 | None |
| 5. Assessment/Diagnosis | >10 | 5-9 | 2-4 | 1 | None |

B. Competencies Needed*

SA A SWA SWD D SD NA

Ability to use self in the interests of the client:

| | | | | | | | |
|--------------------------------|---|---|---|---|---|---|---|
| 6. Demonstrates self-awareness | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--------------------------------|---|---|---|---|---|---|---|

| | SA | A | SWA | SWD | D | SD | NA |
|---|----|---|-----|-----|---|----|----|
| 7. Demonstrates an understanding of relevant systems and resources | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8. Listens carefully, both physically and psychologically to client | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| <ul style="list-style-type: none"> • It is understood that these competencies are required and these techniques are utilized throughout the clinical process. They are particularly important in the first phase of the clinical process. | | | | | | | |
| 9. Communicates empathy | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 10. Communicates trustworthiness | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 11. Demonstrates the ability to impart information and observations objectively | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 12. Demonstrates the ability to impart information and observations professionally | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Demonstrates the ability to identify and utilize the following techniques: | | | | | | | |
| 13. paraphrasing | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 14. clarifying | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 15. perception checking | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 16. focusing | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 17. questioning | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 18. reframing | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 19. reflecting | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 20. informing | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 21. summarizing | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 22. confronting | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 23. interpreting | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 24. assuring | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Demonstrates the ability to: | | | | | | | |
| 25. identify client strengths | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 26. utilize such strengths in intervention planning | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

| | SA | A | SWA | SWD | D | SD | NA |
|--|-----------|----------|------------|------------|----------|-----------|-----------|
| Demonstrates the ability to use of a range of data collection methods including the following: | | | | | | | |
| 27. documentary evidence | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 28. test data | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 29. interviews with clients | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 30. conferences with professionals | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 31. conferences with family members | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 32. observations | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| Demonstrates ability in interpreting meaning of such information for: | | | | | | | |
| 33. diagnosis/assessment | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 34. intervention planning | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

COMMENTS:

II. Planning Phase

Frequency of Experience

A. Activities

| | | | | | |
|---|-----|-----|-----|---|------|
| 35. Formulation of an intervention plan utilizing intervention modalities | >10 | 5-9 | 2-4 | 1 | None |
|---|-----|-----|-----|---|------|

B. Competencies Needed

| | SA | A | SWA | SWD | D | SD | NA |
|--|-----------|----------|------------|------------|----------|-----------|-----------|
| 36. Demonstrates the ability to use basic theories of bio/psycho/social functioning to develop an organized intervention plan. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

Demonstrates the ability to apply knowledge of:

| | | | | | | | |
|------------------------------|---|---|---|---|---|---|---|
| 37. problems | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 38. goals | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 39. the physical environment | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 40. resources available | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

| | SA | A | SWA | SWD | D | SD | NA |
|---|----|---|-----|-----|---|----|----|
| 41. Demonstrates the ability to prioritize and organize information in such a way as to suggest appropriate interventions. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 42. Demonstrates the ability to generate a range of alternative intervention plans within a specified time frame. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 43. Demonstrates the ability to generate a range of alternative intervention plans with associated predictions as to probable success and cost. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 44. Demonstrates the ability to use own judgment and client participation to select among appropriate alternatives. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

COMMENTS:

III. Intervention

A. Activities

Frequency of Experience

| | | | | | |
|------------------------------------|-----|-----|-----|---|------|
| 45. Carry out intervention plan. | >10 | 5-9 | 2-4 | 1 | None |
| 46. Evaluate interventions. | >10 | 5-9 | 2-4 | 1 | None |
| 47. Determine termination of plan. | >10 | 5-9 | 2-4 | 1 | None |

B. Competencies Needed

SA A SWA SWD D SD NA

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 48. Demonstrates the ability to use a range of clinical methods as appropriate to carrying out the intervention plan. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 49. Demonstrates the ability to use a range of practitioner roles appropriate to carrying out the intervention plan. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 50. Demonstrates the ability to use a range of evaluative skills relating to client goal attainment. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 51. Demonstrates competency in disengagement and termination planning. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

COMMENTS:

IV. Demonstrates the ability to recognize and continually evaluate own attitudes toward diversity including gender, race, religion, ethnicity, class, sexual orientation, and disability as evidenced by:

SA A SWA SWD D SD NA

52. Identifying areas of personal discomfort in working with clients that are different from one's self.

a. gender 1 2 3 4 5 6 7

b. race 1 2 3 4 5 6 7

c. religion 1 2 3 4 5 6 7

d. ethnicity 1 2 3 4 5 6 7

e. class 1 2 3 4 5 6 7

f. sexual orientation 1 2 3 4 5 6 7

g. disability 1 2 3 4 5 6 7

53. Working to improve understanding of diverse clients. 1 2 3 4 5 6 7

54. Being aware of and demonstrating behaviors consistent with social work values. 1 2 3 4 5 6 7

COMMENTS:

V. Demonstrates an awareness of own needs and motivations for becoming a professional social worker as evidenced by:

SA A SWA SWD D SD NA

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 55. Identifying and discussing areas of conflict between personal and professional value systems. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 56. Distinguishing between own need to help others and the needs of others in seeking help. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

COMMENTS:

V. Demonstrates an understanding of how the agency functions within its broader context as evidenced by:

SA A SWA SWD D SD NA

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| 57. Describing the agency's mission. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 58. Knowing and following agency procedures and policies appropriately. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 59. Functioning appropriately within the formal and informal agency structure. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 60. Recognizing the influence of the broader economical/political context on the agency and its clients. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 61. Describing the impact of resources and funding issues on the agency. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

COMMENTS:

| VI. Demonstrates an awareness of the roles and contributions of multiple disciplines and specializations working in a collaborative relationship as evidenced by: | SA | A | SWA | SWD | D | SD | NA |
|--|-----------|----------|------------|------------|----------|-----------|-----------|
| 62. Collaborating with others in working with clients. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 63. Developing effective working relationships with others. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 64. Describing the roles and functions of other disciplines. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

COMMENTS:

| VII. Demonstrates integration and application of knowledge acquired in the classroom setting to practice situations as evidenced by: | SA | A | SWA | SWD | D | SD | NA |
|---|-----------|----------|------------|------------|----------|-----------|-----------|
| 65. Using and defining social work concepts appropriately. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 66. Referring to the professional literature. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 67. Discussing classroom material with the field instructor in regard to practice issues. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

COMMENTS:

| VIII. Develops a written field placement contract that incorporates learning objectives, student interest and needs, and requirements of the field instructor and faculty liaison as follows: | SA | A | SWA | SWD | D | SD | NA |
|--|-----------|----------|------------|------------|----------|-----------|-----------|
| 68. Completes the learning contract. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 69. Completes tasks specified in the learning contract. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| 70. Demonstrates initiative in identifying new learning tasks when possible, as other tasks are completed. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|---|---|---|---|---|

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| 71. Updating learning contract as indicated. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|---|---|---|---|---|

COMMENTS:

| | | | | | | | |
|--|-----------|----------|------------|------------|----------|-----------|-----------|
| IX. Effectively uses field instruction as evidenced by: | SA | A | SWA | SWD | D | SD | NA |
|--|-----------|----------|------------|------------|----------|-----------|-----------|

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 72. Identifying own learning needs and areas of difficulty. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 73. Showing self-awareness of own values, attitudes, and beliefs as they influence professional behavior. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|

| | | | | | | | |
|------------------------------------|---|---|---|---|---|---|---|
| 74. Appropriately asking for help. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|------------------------------------|---|---|---|---|---|---|---|

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| 75. Taking responsibility to prepare and plan for supervision. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|---|---|---|---|---|

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 76. Accepting and applying feedback received from field instructor. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| 77. Assuming responsibility for actions within the agency. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|---|---|---|---|---|

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 78. Reflecting and evaluating developing practice competencies. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|

COMMENTS:

| | | | | | | | |
|--|-----------|----------|------------|------------|----------|-----------|-----------|
| X. Practices in accordance with the professional values and ethics as evidenced by: | SA | A | SWA | SWD | D | SD | NA |
|--|-----------|----------|------------|------------|----------|-----------|-----------|

| | | | | | | | |
|--|---|---|---|---|---|---|---|
| 79. Demonstrating attitudes and behaviors that are consistent with the revised NASW Code of Ethics (1997). | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|--|---|---|---|---|---|---|---|

| | | | | | | | |
|---------------------------------|---|---|---|---|---|---|---|
| 80. Respecting confidentiality. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---------------------------------|---|---|---|---|---|---|---|

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 81. Respecting client self-determination. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|---|

COMMENTS:

Primary Field Instructor's Signature

Date

Secondary Field Instructor's Signature (if applicable)

Date

Student's Signature

Date

Faculty Liaison's Signature

Date