



2023-2024 MSW FIELD EVALUATION

STUDENT'S NAME:		
TERM:	Mid-Term	Final
DATE:		
PLACEMENT:		
FIELD INSTRUCTOR:		
FIELD LIAISON:		

If the student receives a rating of unsatisfactory on any item, please describe in the comments section the improvement that is required. Not all sections will apply to every evaluation.

	Learning Outcomes	Demonstrated ability:		Comments:
		Satisfactory	Unsatisfactory	
1.	CONCEPTUALIZING PRACTICE: The student critically appraises situations, including discerning between pertinent and less pertinent information and identifying avenues/areas warranting further exploration. Appreciates and navigates the complexities of applying research, theory, and policy to practice and visa versa. Demonstrates sound professional judgment in a variety of situations. It is expected that students evidence these abilities with progressively less input from their supervisor.			

	Learning Outcomes	Demonstrated ability:		Comments:
		Satisfactory	Unsatisfactory	
2.	<p>REFLECTIVE PRACTICE: At the graduate level, it is expected that students enter the field setting with insight into their personal and professional values, emotional reactions, beliefs, social location* and skills, and the impact these may have on their work. Over the course of the field placement students are expected to evidence an ability to self-evaluate, identify and overcome gaps in knowledge and/or skills, and reflect on how their personal/professional values, social location and the social and organizational structures in which they operate impact on their practice.</p> <p>Students are also expected to reflect on the impact of others' (e.g., clients, stakeholders) values, beliefs, reactions, and social locations on practice and to use these reflections to guide their work.</p> <p>*Social location: how one locates oneself and is located by others based on the position one holds within society. Social location includes one's age, gender, race, culture, ethnicity, ability, religion, class/socio-economic status, sexual orientation, and/or citizenship status. It refers to how these different positions intersect and operate at a structural (societal views; social policies); institutional (health and social services; schools) and personal level.</p>			

	Learning Outcomes	Demonstrated ability:		Comments:
		Satisfactory	Unsatisfactory	
3.	<p>ETHICAL PRACTICE: The student demonstrates knowledge of the core values in the Canadian and Quebec codes of ethics and practices in a way that is consistent with these core values: maintains confidentiality of clients, groups, and communities; recognizes and uses authority in responsible ways in work with clients, groups, and communities; refrains from imposing personal values and preferences on clients, groups, and communities; demonstrates dignity and respect for clients, groups, communities, and colleagues; and establishes appropriate boundaries with clients, groups, communities, and colleagues. The student should also be able to identify and work to resolve value clashes and ethical dilemmas in appropriate ways (e.g., seeks supervision, engages in self- reflection and/or applies ethical decision-making models).</p>			
4.	<p>DIVERSITY: Engaging with diversity refers to how students identify and work with different social locations, including recognizing how different positions intersect and operate at a structural (societal views; social policies), institutional (health and social services; schools), and personal level, identifying how personal, professional, institutional, and social views and stereotypes regarding groups of diverse social locations can impact work, and applying their awareness in their work with clients, groups, and communities by asking about and acknowledging differences between themselves and others, adapting practice to meet unique needs, and working effectively with diverse groups.</p>			

	Learning Outcomes	Demonstrated ability:		Comments:
		Satisfactory	Unsatisfactory	
5.	COMMUNICATION SKILLS: The student writes and verbally presents ideas clearly, concisely, and effectively. Conceptualizes pertinent issues in situations of varying degrees of complexity and communicates these formulations in writing and verbally (e.g., case presentations, community meetings, psychosocial assessments, interdisciplinary rounds, position papers).			
6.	Engagement, relationship building/outreach and recruitment: The student can engage in meaningful relationships with all relevant systems (e.g., family members, other professionals or agencies, community leaders) and establish collaborative purpose for their work both when approached by clients, communities, and groups and when approaching clients, communities, and groups. It is expected that graduate students demonstrate these abilities in a variety of situations of varying degrees of complexity.			
7.	Assessment/analysis of a social problem: The student collects, organizes, and reflects on all relevant information from a variety of sources as required to inform the development of a comprehensive formulation of problems/issues in collaboration with clients, groups, and communities. Demonstrates openness to reformulating key issues/problems as work unfolds. Evidences creativity in the identification and formulation of key issues.			

	Learning Outcomes	Demonstrated ability:		Comments:
		Satisfactory	Unsatisfactory	
8.	Planning and intervention: The student collaboratively plans and implements interventions that match the goals and needs of clients, groups, and communities within the mandate of the organization. Demonstrates a capacity for advanced practice skills appropriate to the setting and work (e.g., dealing with sensitive issues, confronting and challenging individuals, groups, and communities, managing complex committee/group dynamics, conflict resolution).			
9.	Ending and Evaluation: The student can anticipate and deal effectively with issues related to ending work with clients, groups, and communities, including preparing and planning with clients, groups, communities and agency for ending (this may include making appropriate transfers, writing reports, other communication, referrals), collaboratively evaluating whether goals have been reached, and managing emotions relating to ending the work.			
10.	Independent Practice: The student is able to work autonomously, show initiative, and demonstrate leadership, confidence in professional role, and resourcefulness. Show increasing capacity to prioritize and manage a workload independently. Seen as a contributing member of the organization.			

	Learning Outcomes	Demonstrated ability:		Comments:
		Satisfactory	Unsatisfactory	
11.	Professional Approach to Learning: The student is open to constructive criticism from their supervisor, can engage in discussions of their strengths and weaknesses, and are open to critique around areas of improvement. They bring new ideas to the agency, are self-directed and motivated in their learning, seek out answers to questions, and strive to integrate their learning.			
12.	Context/Population-Specific Practice: The student demonstrates increasing ability to identify and apply practice themes, frameworks, and approaches unique to the population group being served.			
13.	Social Justice/Advocacy: The student identifies and addresses structural sources of injustice and inequities with their clients and/or within their respective agency. Comprehends the role of social structures in limiting and/or advancing human and civil rights. Embraces their professional role in advancing human rights, anti-racism and social justice in the context of the Canadian society and globally; and recognizes that the experience of human beings is shaped by the complex intersection of their social locations and identities. The student demonstrates the capacity to identify social inequities, injustices, and barriers and work towards changing oppressive social conditions.			

SUMMARY OF PLACEMENT EXPERIENCES:

Please list in point form all responsibilities and assigned work in the placement setting:

Please note other pertinent observations or anything that distinguishes this student:

Student status:

Pass

Fail (prior consultation with field coordinator/liaison required for this designation)

Field Instructor's typed name below is in place of a signature:

Student's typed name below is in place of a signature:

Please return this completed form to fieldeducation.socialwork@mcgill.ca

Nicole Mitchell, Associate Fieldwork Coordinator, 550 Sherbrooke St Ouest, Suite 100, Montreal, QC H3A 1B9