**SENECA COLLEGE**

**SOCIAL SERVICE WORKER - GERONTOLOGY**

**GWL457 PROGRESSIVE FIELD PLACEMENT EVALUATION**

OFFICE USE ONLY FINAL EVALUATION

STUDENT’S NAME:

FIELD SUPERVISOR’S NAME:

SAT

AGENCY/FACILITY:

UNSAT

FIELD LIAISON: Valerie Vickery, Field Liason

This evaluation is developed with reference to the MCTU Vocational Standards for Social Service Work – Gerontology and the OCSWSSW Codes of Ethics and Standards of Practice. Students have developed their own Learning Contract, specific to their needs and the opportunities available to them in their placement, in five areas of growth; Job Knowledge, Integration of Knowledge and Practice, Practice Skills, Self Awareness, and Use of Supervision. Using their learning contract as an aid, please complete the evaluation with the student using the following descriptors:

**5**- The student consistently and substantially exceeds all identified expectations and outcomes in this element. (SAT)

**4**- The student operates above expectations in all identified expectations and outcomes in this element. (SAT)

**3**- The student demonstrates competence at the expected level in identified expectations and outcomes in this element. (SAT)

**2**- The student is approaching competency in the identified expectations and outcomes in this element. Extensive supervision and coaching required. (UNSAT)

**1**- The student does not meet expectations in this element. (UNSAT)

Notes: Students who receive more than five indicators of “2” or lower are in jeopardy of failing placement. Students who disagree with components of their evaluation are instructed not to sign the evaluation and to make notes on the areas/indicators of disagreement. This discourse will be escalated to the Field Liaison for a conference with the Program Coordinator, student, agency, and field supervisor to determine the final outcome.

Please focus on any new skill development or strengthening of established skills, as well as helping the student identify gaps in knowledge or experience. We recommend a collaborative approach in the completion of this evaluation with input from both the student and the supervisor. Please combine all feedback in a single form and forwarded to the college. Your support and feedback during this evaluation process is greatly appreciated. Both the Mid-term and Final Evaluations are tracked on the same form.

Placement Supervisor Signature Date

Student Signature Date

Seneca Field Liaison Signature Date Received

|  |  |  |
| --- | --- | --- |
| **A. Job Knowledge and Requirements** | **Mid** | **Final** |
| 1. Displays a thorough understanding of knowledge required to perform duties outlined on the student job description. |  |  |
| 2. Integrates knowledge and concepts of the agency’s mandate, functions, and goals into every aspect of their work. |  |  |
| 3. Understands current field placement responsibilities. |  |  |
| 4. Is punctual and maintains agreed upon hours. |  |  |
| 5. Takes initiative and actively seeks new learning opportunities. |  |  |
| 6. Manages placement time appropriately and completes all assigned tasks within expected timelines. |  |  |
| 7. Works independently as a multidisciplinary team member and emerging leader. |  |  |
| 8. Collaborates with agency employees, volunteers, and community partners on a regular basis. |  |  |

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| **B. Integration of Knowledge and Practice** | **Mid** | **Final** |
| 1. Demonstrates competence in assessing needs, strengths, and resources of older adults using a variety of tools, i.e. RAICHA, MMSE. |  |  |
| 2. Plans, implements, and evaluates programs and activities independently with consideration to the five domains: physical, emotional, social, psychological, and spiritual needs of older adults. |  |  |
| 3. Records information accurately and professionally in written, oral, and electronic formats and maintains client confidentiality. |  |  |
| 4. Displays understanding and responsiveness to seniors’ needs. |  |  |
| 5. Displays understanding of diversity in a seniors’ environment. |  |  |
| 6. Actively participates in team meetings and supervision by contributing ideas and knowledge from coursework and experience. |  |  |

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| **C. Practice Skills** | **Mid** | **Final** |
| 1. Adheres to professional and ethical standards of conduct governed by the OCSWSSW |  |  |
| 2. Follows the directions of placement supervisor and agency staff. |  |  |
| 3. Displays respect and positive regard toward clients served by the agency/facility. |  |  |
| 4. Integrates an empowerment, anti-oppressive approach in all aspects of work. |  |  |
| 5. Demonstrates competence in facilitating groups independently with minimal or no supervision. |  |  |
| 6. Participates in outreach, volunteer management, and fundraising. |  |  |
| 7. Demonstrates knowledge of local resources and collaborates with other agencies in service provision. |  |  |

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| **D. Self Awareness** | **Mid** | **Final** |
| 1. Recognizes professional and interpersonal challenges, and resolves them in a timely manner. i.e. Demonstrating reflective practice. |  |  |
| 2. Separates personal issues from professional role. Able to establish professional boundaries with clients and staff. |  |  |
| 3. Demonstrates the ability to address difficult emotions of self and others. This may include conflict-resolution, mediation, reflective practice |  |  |
| 4. Adapts a leadership role and shows confidence in own abilities, strengths, and resources. Motivates other team members. |  |  |
| 5. Practices self-care regularly. |  |  |

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| **E. Use of Supervision** | **Mid** | **Final** |
| 1. Actively seeks supervision when necessary and appropriate. |  |  |
| 2. Is receptive to and implements constructive feedback and recommendations from supervisor. i.e. Demonstrates thoughtful reflective practice when receiving feedback and demonstrates positive changes. |  |  |
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| **TOTAL GRADE** | **Mid** | **Final** |
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**Placement Supervisor Comments MIDTERM EVALUATION:**

Supervisor’s evaluation of progress to date. Specific concerns and outstanding achievements should be listed, and recommendations for remedial action for unsatisfactory or problem areas.

**Midterm Evaluation**

**Student Comments MIDTERM EVALUATION:**

**Midterm Evaluation**

**Placement Supervisor Comments for FINAL EVALUATION:**

**Final Evaluation**

Would you hire this student if a relevant job becomes available at your agency today? Yes □ No □

**Student Comments for FINAL EVALUATION:**

**Final Evaluation**

**Seneca Field Liaison Comments for FINAL EVALUATION:**

**Final Evaluation**

**F. OVERALL PERFORMANCE**

Please add up the number of grades attained in each element when determining the overall performance of your student this semester. The Seneca Field Liaison is responsible for assigning the final grade for field placement. Please note more than five areas evaluated at or lower than ‘2’ places the student at risk for receiving UNSAT. A Student Plan for Success will be developed in consultation with the agency field supervisor, Seneca Liaison, and student to rectify at risk elements. Documentation and a meeting are required to determine the final outcome.

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| MID | FINAL | **SUPERVISOR’S RECOMMENDATION** |  |
| |  | | --- | |  | | |  | | --- | |  | | **The student consistently and substantially exceeds all identified expectations and outcomes.** This student is ready for employment in the geriatric sector as a Social Service Worker. | **(SAT)** |
| |  | | --- | |  | | |  | | --- | |  | | **The student operates above expectations in all identified expectations and outcomes in this element.** This student is ready for employment in the geriatric sector as a Social Service Worker. | **(SAT)** |
| |  | | --- | |  | | |  | | --- | |  | | **The student demonstrates competence at the expected level.** This student is ready for employment in the geriatric sector as a Social Service Worker. | **(SAT)** |
| |  | | --- | |  | | |  | | --- | |  | | **The student is required to demonstrate significant improvement to reach the expected level.** This student is not ready for employment as a Social Service Worker. | **(UNSAT)** |
| |  | | --- | |  | | |  | | --- | |  | | **The student does not meet expectations.** This student is not ready for employment as a Social Service Worker. | **(UNSAT)** |

**MIDTERM SIGNATURES**

**Supervisor’s Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Student’s Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Liaison’s Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**FINAL EVALUATION SIGNATURES**

**Supervisor’s Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Student’s Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Liaison’s Signature:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_