

Appendix -IV

Evaluation of First Year BSW Field Work

The following parameters will be used by your FWS as well as external evaluator for evaluating your performance in Field Work Practicum of first year BSW.

Knowledge

- 1) Extent of understanding the agency's place in the larger social system and its influence on the agency.
- 2) Extent of understanding the policies and procedures of the agency, organizational structure and its influence on service delivery.
- 3) Extent to which the learners applies this knowledge to the field work practice.
- 4) Extent of knowledge, of the various programmes the agency implements and the nature of beneficiaries.
- 5) Ability to identify different factors in the neighbourhood and the community that affect client system and the problems caused due to that. Both the macro level causes and micro level causes of the problems have to be understood.
- 6) Ability to identify relevant knowledge that needs to be applied and correlate theory with the social reality the learner observes in the field,
- 7) Ability to locate various service providers in the area by which he/she can do referral work.
- 8) Extent of understanding the roles of himself/herself, the supervisor's and the client's in the field work process:
- 9) Ability to identify the sources in the community from where material and non-material resources can be raised.
- 10) Ability to understand the importance of participation of the beneficiaries in the programme and devise method to enhance the same.
- 11) Extent of understanding the importance of planning, implementing and evaluation of projects.

Skills

- 1) Data collection and analysing skills that will substantiate his/her findings in field. The learner should be able to work in variety of situations and choose appropriate tools.
- 2) Mobilise resources from the community by convincing individuals and organizations of the worthiness of the cause and the advantage that they will gain from the same.
- 3) Planning, organizing, implementing and evaluating skills. This includes the ability to set priorities according to the social situation, agency policies and resources available.
- 4) Motivating skills to improve people participation.
- 5) Ability to understand and manage groups and their internal dynamics.
- 6) Recording and presentation skills.
- 7) Public speaking skills and proficiency in one to one conversations.
- 8) Ability to make use of the field work conferences in a creative manner.

- 9) Extent of understanding the ways by which commonly found obstacles in the field can be tackled. For example, patriarchy influences women's participation in programme and learner is ability to deal with the problem effectively.
- 10) Ability to work well in a team with diverse members and ability to influence it in a conducive manner.
- 11) Ability to form professional relationship with other members of the agency and beneficiaries.
- 12) Ability to learn from practical experience and supervisory feedback.
- 13) Ability to make use of the volunteers available constructively.
- 14) Ability to make use of the common resources available constructively.
- 15) Ability to draft simple letters, minutes of the meetings and the reports of the activities undertaken.
- 14) Ability to tactfully give constructive suggestions for improvement of agency's functioning.
- 17) Ability to convey interest, concern and capacity to empathise with the client system.
- 18) Gradually develops the ability to break larger problems into simpler ones and deal with it accordingly.

Professional Attitudes

- 1) Regularity, punctuality and commitment to work and in submission of the field work records.
- 2) Giving sufficient importance to the requirements of the situation especially in the matters of dressing properly, showing respect to elders, seniors and clients in the agency keeping in mind the culture of the place.
- 3) Ability to implement in his/her work the social work principles of acceptance, self-determination, non-judgmental attitude and limited emotional involvement.
- 4) Ability to work as part of the team of professional and volunteers by shedding egoism and destructive individualism.
- 5) Growing self-awareness.

Development of the Professional Self

In some ways this is related to all three aspects of social work profession mentioned above — knowledge, skill and attitude. But specifically it includes the following:

- 1) Ability to prevent personal bias and values from interfering in his/her relationship with the client.
- 2) Ability to control frustration, anger and other negative emotions when events do not go as she/he wants.
- 3) Ability to work with other members and client system without passing negative judgments about them and their capabilities.
- 4) Ability to treating client/s with a professional approach regardless of their socio-economic background.
- 5) Increasing ability to understand the influence of his/her behaviour on different clients and conscious use of the knowledge to improve social relationship.
- 6) Ability to react aptly to different situations and adjust quickly with diverse types of people.
- 7) Ability to be a self-starter and take initiative in the tasks assigned to him/her.
- 8) Increasing curiosity in the matters related to his/her work and looks constantly for opportunities to increase his/her knowledge and skill base.