

Elaboration on Assessment Areas

Supervisors should assess students' performance based on their actual practice as well as their verbal and written articulations. The following points should be taken as reference in assessing students' performance.

I. Professional Attitude, Values and Behaviour

FWI Foundation Placement	FWII Professional Placement
<p>A. Belief in the Basic Assumptions and Values of Social Work</p> <ol style="list-style-type: none"> 1. Recognise and discuss the origins of the value systems which underlie the profession of social work and the ways in which values are evident (or distorted) in professional attitudes, practice, policies and organizational systems. 2. Show genuine concern for people and belief in the worth and dignity of client systems and people's capacity for change, self-management, and growth. 3. Demonstrate effort to put into practice such social work principles as self-determination, individualization, confidentiality etc. and try to work creatively within the limitations. 4. Regard all people as of equal worth regardless of their ethnic and cultural background, religion, gender, age, level of education and capacity and begin to examine all forms of structural discrimination where they affect services to client systems. 5. Regard as one's primary obligation the welfare of the people served and show effort to render service even at one's own inconvenience. 6. Begin to nurture a sense of identity within the social work. 7. Identify one's own value positions when they differ from the professional expectations and show awareness to cope with value dilemmas. 	<p>A. Belief in the Basic Assumptions and Values of Social Work</p> <ol style="list-style-type: none"> 1. Recognise and reflect on the origins of the value systems which underlie the profession of social work and the ways in which values are evident (or distorted) in professional attitudes, practice, policies and organizational systems. 2. Show genuine concern for people and belief in the worth and dignity of client systems and people's capacity for change, self-management, and growth. 3. Put into practice such social work principles as self-determination, individualization, confidentiality etc. and work creatively within the limitations. 4. Regard all people as of equal worth regardless of their ethnic and cultural background, religion, gender, age, level of education and capacity and examine all forms of structural discrimination where they are affecting services to client systems. 5. Regard as one's primary obligation the welfare of the people served and render service even at one's own inconvenience. 6. Develop a sense of identity within the social work profession and uphold the values and ethics of social work in interdisciplinary collaboration. 7. Identify one's own value positions when they differ from the professional expectations and cope with value dilemmas.

<p>B. Social Awareness</p> <ol style="list-style-type: none"> 1. Recognize and discuss major social problems and current issues related to the service setting or specific client group. 2. Reflect on social problems and current issues from more than one perspective. 	<p>B. Social Awareness</p> <ol style="list-style-type: none"> 1. Analyse major social problems and current issues related to the service setting or specific client group. 2. Evaluate social problems and current issues from more than one perspective.
<p>C. Commitment to Service</p> <ol style="list-style-type: none"> 1. Uphold the quality and extent of services provided. 2. Begin to develop ability to think and act in a responsible manner and be able to perform the social worker's role. 3. Maintain interest and enthusiasm in the client systems. 4. Take service provision and client systems as priority over one's own inconvenience. 5. Maintain honesty, integrity and responsibility in professional practice. 6. Make efforts to function effectively even in stressful situations. 	<p>C. Commitment to Service</p> <ol style="list-style-type: none"> 1. Uphold and evaluate the quality and extent of service provided. 2. Demonstrate ability to think and act in a responsible manner and be able to perform the social worker's role. 3. Maintain interest and enthusiasm in the client systems. 4. Take service provision and client systems as priority over one's own inconvenience. 5. Maintain honesty, integrity and responsibility in professional practice. 6. Function effectively in stressful situations.

II. Knowledge Areas

<p>A. Knowledge on Social Welfare Policy and Services</p> <ol style="list-style-type: none"> 1. Understand social welfare policy and services, including content on social problems, movements and forces that have influenced social goals, the impact of social policy, programmes and institutions developed to prevent, tackle and control problems, and the role of the social worker in affecting policy. 2. Describe the uniqueness of the practice setting and behave oneself appropriately in meeting the requirements. 	<p>A. Knowledge on Social Welfare Policy and Services</p> <ol style="list-style-type: none"> 1. Evaluate social welfare policy and services, including content on social problems, movements and forces that have influenced social goals, the impact of social policy, programmes and institutions developed to prevent, tackle and control problems, and the role of the social worker in affecting policy. 2. Reflect on the uniqueness of the practice setting and behave oneself appropriately in meeting the requirements.
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<p>B. Understanding of the Organization</p> <ol style="list-style-type: none"> 1. Identify the environment in which the organization is located and how it affects the shaping of the organizational mission and goal, etc... 2. Be familiar with the organizational structure, operational functioning and procedures, lines of authority and communication, and the process of decision-making and operate within the organizational systems of service delivery. 3. Understand the role of the organization within the social welfare contexts in Hong Kong, both at present and in the light of changing needs. 	<p>B. Understanding of the Organization</p> <ol style="list-style-type: none"> 1. Analyse the environment in which the organization is located and how it affects the shaping of the organizational mission and goal, etc... 2. Be familiar with and review the organizational structure, operational functioning and procedures, lines of authority and communication, and the process of decision-making and operate within the organizational systems of service delivery. 3. Evaluate the role of the organization within the social welfare contexts in Hong Kong, both at present and in the light of e changing needs.
<p>C. Understanding of the Client System</p> <ol style="list-style-type: none"> 1. Understand the characteristics, needs, and problems of the client system and the social, cultural and psychological factors contributing to the needs of that system. 2. Describe the existing policy and services catering to the needs of the client system. 3. Recognise the variety of methods and approaches that can be used in working with the client system. 4. Identify resources that exist inside and outside the agency that can be mobilized in helping the client system. 	<p>C. Understanding of the Client System</p> <ol style="list-style-type: none"> 1. Understand the characteristics, needs, and problems of the client system and the social, cultural and psychological factors contributing to the needs of that system. 2. Examine the existing policy and services catering to the needs of the client system. 3. Identify the relevant methods and approaches that can be used in working with the client system. 4. Evaluate the adequacy of resources that exist inside and outside the agency that can be mobilized in helping the client system.
<p>D. Commitment to Expanding the Knowledge Base</p> <ol style="list-style-type: none"> 1. Demonstrate effort to expand one's knowledge base in relation to the areas described above through reading, self-study, and consultation with agency staff members, peers, and supervisor. 	<p>D. Commitment to Expanding the Knowledge Base</p> <ol style="list-style-type: none"> 1. Expand one's knowledge base in relation to the areas described above through reading, self-study, and consultation with agency staff members, peers, and supervisor.

III. Practice Competence

<p>A. Observation and Information Collection</p> <ol style="list-style-type: none"> 1. Observe and listen skillfully, noting aspects including behaviors, feelings and attitudes, gaps and inconsistencies. 2. Identify verbal and non-verbal communications and facilitate these in the helping process. 3. Develop ability to adopt various approaches to gathering information purposefully and thus be able to form a holistic view of the overall situation. 4. Select and assess the reliability and relevance of data gathered. 	<p>A. Observation and Information Collection</p> <ol style="list-style-type: none"> 1. Observe and listen skillfully, noting aspects including behaviors, feelings and attitudes, gaps and inconsistencies. 2. Identify verbal and non-verbal communications and facilitate these in the helping process. 3. Adopt various approaches to gathering information purposefully and thus be able to form a holistic view of the overall situation. 4. Select and assess the reliability and relevance of data gathered.
<p>B. Assessment of Needs and Resources</p> <ol style="list-style-type: none"> 1. Use information gathered in order to make an assessment of needs and resources. 2. Understand the many facets of a situation and analyze and partialize the specific problems and needs. 3. Define the nature of a situation/problem and assess the extent this affects client systems. 4. Assess resources, social networks and support systems which can be used. 5. Develop ability to modify and make a continuous assessment in view of changing conditions and as new data becomes available. 	<p>B. Assessment of Needs and Resources</p> <ol style="list-style-type: none"> 1. Use information gathered in order to make an assessment of needs and resources. 2. Understand the many facets of a situation and analyze and partialize the specific problems and needs. 3. Define the nature of a situation/problem and assess the extent this affects client systems. 4. Assess resources, social networks and support systems which can be used. 5. Modify and make a continuous assessment in view of changing conditions and as new data becomes available.
<p>C. Formulation of Objectives and Planning of Intervention</p> <ol style="list-style-type: none"> 1. Specify intervention goals and formulate appropriate strategies for action based on information gathered and the assessment subsequently made. 2. Weigh and evaluate different intervention plans. 	<p>C. Formulation of Objectives and Planning of Intervention</p> <ol style="list-style-type: none"> 1. Specify intervention goals and formulate appropriate strategies for action based on information gathered and the assessment subsequently made. 2. Weigh and evaluate different intervention plans.

<p>3. Conduct contract setting effectively and use it to maintain focus on activities directed towards goal attainment.</p>	<p>3. Conduct contract setting effectively and use it to maintain focus on activities directed towards goal attainment.</p>
<p>D. Implementation and Co-ordination of Efforts</p> <ol style="list-style-type: none"> 1. Involve client in problem-solving process. 2. Perform a variety of intervention roles when appropriate and justify the choices made. 3. Implement action plans in accordance with original objectives and adjust intervention strategies when necessary. 4. Work with and develop informal systems and networks relevant to needs of the client system. 5. Identify resources and facilitate their use in the process of implementing action plans. 6. Show effort to monitor and co-ordinate different aspects of an action plan. 7. Make professional judgment when needed. 8. Recognize crisis situations and demonstrate a potential for intervention in unpredictable circumstances. 	<p>D. Implementation and Co-ordination of Efforts</p> <ol style="list-style-type: none"> 1. Involve client in problem-solving process. 2. Perform a variety of intervention roles when appropriate and justify the choices made. 3. Implement action plans in accordance with original objectives and adjust intervention strategies when necessary. 4. Work with and develop informal systems and networks relevant to needs of the client system. 5. Utilize resources effectively in the process of implementing action plans. 6. Monitor and co-ordinate different aspects of an action plan. 7. Make professional judgment when needed. 8. Recognize crisis situations and demonstrate a potential for intervention in unpredictable circumstances.
<p>E. Termination and Evaluation</p> <ol style="list-style-type: none"> 1. Make preparations for termination well in advance so that the phasing out of the worker's role will help client to stabilize changes. 2. Recognise the dynamics of the termination phase and appropriately handle their effects on client systems, the student and the organizations. 3. Continually reassess and re-evaluate progress towards agreed objectives using appropriate indicators and recommend possible ways for future improvement. 4. Obtain feedback from client and involve them in the evaluation of outcome and 	<p>E. Termination and Evaluation</p> <ol style="list-style-type: none"> 1. Make preparations for termination well in advance so that the phasing out of the worker's role will help client to stabilize changes. 2. Recognise the dynamics of the termination phase and effectively handle their effects on client systems, the student and the organizations. 3. Continually reassess and re-evaluate progress towards agreed objectives using appropriate indicators and recommend possible ways for future improvement. 4. Obtain feedback from client and involve them in the evaluation of outcome and

<p>recommend possible ways for future improvement.</p> <p>5. Reflect on one's own intervention and express in both conceptual and descriptive terms what has been achieved and what has not, and the reasons why.</p>	<p>recommend possible ways for future improvement.</p> <p>5. Reflect on and analyse one's own intervention and recommend possible ways for future improvement.</p>
<p>F. Communication and Relationship Building</p> <p>1. Communicate clearly, verbally and in writing.</p> <p>2. Select, summarize and produce serviceable records and reports and adapt them to different purposes.</p> <p>3. Submit necessary reports/records within the time limits specified.</p> <p>4. Show effort to take up the role of a student worker.</p> <p>5. Work closely and develop a professional relationship with agency staff and other professionals.</p> <p>6. Understand differential uses of relationships that are commensurate with the characteristics, needs and life situations of client systems and be able to recognise factors leading to choices made.</p> <p>7. Develop a purposeful working relationship with client when resistance or other negative responses aroused.</p>	<p>F. Communication and Relationship Building</p> <p>1. Communicate clearly, verbally and in writing.</p> <p>2. Select, summarize and produce serviceable records and reports and adapt them to different purposes.</p> <p>3. Submit necessary reports/records within the time limits specified.</p> <p>4. Take up the role of a student work with confidence.</p> <p>5. Work closely and develop a professional relationship with agency staff and other professionals.</p> <p>6. Develop differential uses of relationships that are commensurate with the characteristics, needs and life situations of client systems and be able to recognise factors leading to choices made.</p> <p>7. Sustain a purposeful working relationship with client when resistance or other negative responses aroused.</p>

IV. Integration of Theory and Practice

<p>A. Orientation towards Integration of Classroom Learning</p> <p>1. Appreciate fieldwork practice as an opportunity to apply classroom learning in real settings.</p> <p>2. Show effort to equip oneself with sufficient and relevant knowledge by reading for application.</p>	<p>A. Orientation towards Integration of Classroom Learning</p> <p>1. Appreciate fieldwork practice as an opportunity to apply classroom learning in real settings.</p> <p>2. Equip oneself with sufficient and relevant knowledge by reading for application.</p>
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<p>3. Differentiate professional practice from non-professional practice and be guided by theories and concepts.</p>	<p>3. Differentiate professional practice from non-professional practice and be guided by theories and concepts.</p>
<p>B. Understanding of Theories and Concepts</p> <ol style="list-style-type: none"> 1. Recall and identify the theories and concepts identified under the previous sub-headings. 2. Demonstrate an understanding of the selected theories. 3. Articulate a rationale for adopting the generic social work practice or other related approaches/ models. 	<p>B. Understanding of Theories and Concepts</p> <ol style="list-style-type: none"> 1. Recall and identify the theories and concepts identified under the previous sub-headings. 2. Demonstrate an understanding of the selected theories. 3. Articulate a rationale for adopting a particular social work theory or practice approach/model.
<p>C. Application of Theories and Concepts into Practice</p> <ol style="list-style-type: none"> 1. Apply knowledge and information derived from the social sciences, core social work and supporting subjects in conceptualizing the interplay of dynamics and assessing needs. 2. Begin to use knowledge and theories with some flexibility in establishing goals for change and planning for intervention. 3. Apply theories and skills in implementing intervention and evaluating outcomes. 	<p>C. Application of Theories and Concepts into Practice</p> <ol style="list-style-type: none"> 1. Apply and reflect on knowledge and information derived from the social sciences, core social work and supporting subjects in conceptualizing the interplay of dynamics and assessing needs. 2. Adopt knowledge and theories with some flexibility in establishing goals for change and planning for intervention. 3. Apply theories and skills in implementing intervention and evaluating outcomes. 4. Identify and reflect on the constraints and limitations of concepts and theories when they are applied in fieldwork contexts. 5. Recognize the existence of cultural norms and practices and the uniqueness of specific circumstances which call for the modification of a theoretical framework. 6. Attempt to adapt, modify and develop knowledge, giving due respect to the cultural and organizational setting in which theories are applied. 7. Strike a balance between intellectualizing practice and responding effectively to needs of the client systems, with supervisory help.

V. Service and Learning Accountability

<ol style="list-style-type: none">1. Observe rules and regulations of the agency and behave according to the professional practice of a social worker.2. Pay due respect to the opinions and practices of colleagues and seek advice from them in the best interest of clients.3. Identify personal learning needs and with the supervisor’s help, specify appropriate goals.4. Begin to assess one’s own learning style and identify one’s own areas of competence and challenge.5. Begin to identify factors that impede effective learning and seek ways to overcome these.6. Come to supervision with a well-prepared agenda dealing with both immediate issues of concern related to the assigned tasks and broader social work issues.7. Ready to bring up points of disagreement with the supervisor and convey the differences in a responsible manner.8. Submit all required paperwork to the agency and supervisor on time.9. Maintain consistent and reasonable service output.	<ol style="list-style-type: none">1. Observe rules and regulations of the agency and behave according to the professional practice of a social worker.2. Pay due respect to the opinions and practices of colleagues and seek advice from them in the best interest of clients.3. Identify personal learning needs and specify appropriate goals.4. Assess one’s own learning style and identify one’s own areas of competence and challenge.5. Identify factors that impede effective learning and seek ways to overcome these.6. Come to supervision with a well-prepared agenda dealing with both immediate issues of concern related to the assigned tasks and broader social work issues.7. Bring up points of disagreement with the supervisor and convey the differences in a responsible manner.8. Submit all required paperwork to the agency and supervisor on time.9. Maintain consistent and reasonable service output.
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