

Appendix IX Field Education Practicum Evaluation Rubric—Site Supervisor

This evaluation needs to be filled out mid-semester (or mid-year) and at the end of the field education experience. The site supervisor needs to discuss this with the student.

Please note that your responses in the evaluations are meant to help the student minister/seminarian identify her/his greatest strengths and also areas of growth in order to be a more effective ecclesial leader. The top category should be reserved for those qualities that are rare gifts. Most of your responses will probably fall in the middle range as the student is gaining proficiency through a series of field education assignments over the next few years.

A person who is pastorally effective reflects skills and dispositions needed to lead and companion a community of faith, including:

- Capacity to identify and help meet the needs of particular individuals and communities.
- Pastoral presence: good listening skills, comfort with silence, ability to be with and minister to a diversity of persons experiencing a diversity of emotions, ability to convey compassion and empathy.
- Leadership presence: healthy understanding and expression of authority, conflict management and confrontational skills, capacity to endure in difficult situations, consideration of the needs of all, ability to lead others in prayer, decision-making and flexibility in change, collaborative approach, takes initiative and welcomes responsibility.
- Community acknowledges the leadership of the person as approachable and welcoming
- Ethical lifestyle befitting a minister and demonstrates good professional boundaries.
- Maintains balance and optimistic outlook even in stressful or ambiguous situations.
- Appropriate time management

Outstanding	Outstanding: Shows the pastoral effectiveness and adaptability of an experienced minister.
Exceeds expectations	Above proficiency: Shows effective pastoral skills adequate to the task at hand.
Meets expectations	Proficiency: Shows effective pastoral skills adequate to the task at hand.
Below expectations	Approaching proficiency: Shows promise but still needs study/practice in order to be pastorally effective.
Does not meet expectations	Needs improvement: Shows an inadequate ability or insufficient knowledge/practice to be pastorally effective.

Ministerial Student: Anisabel Palma

Site Supervisor: Christine Pinto

Semester/Year: Spring / 2022

Please rate the intern according to the following criteria:

PROFESSIONAL COMPENTENCY

Performance:	<ul style="list-style-type: none"> ➤ Does not meet expectations ➤ Below expectations ➤ Meets Expectations ➤ Exceeds Expectations ➤ Outstanding
Is faithful to the stipulations of the Learning Agreement	Meets expectations
Prepares well for supervisory conference	Meets expectations
Is punctual	Exceeds Expectations
Is responsible	Outstanding
Is faithful to commitments	Exceeds expectations
Takes active initiative	Exceeds expectations
Manifest collaborative leadership style	Outstanding
Learns from experience	Outstanding
Communicate wells	Exceeds Expectations
Reveals realistic awareness of abilities and limitations	Outstanding
Accepts supervision as a facility for learning	outstanding

Please comment on any exceptional answer for Performance (see above)

Anisabel has worked for many years as a minister in her current setting. She has helped both the Latino community and the anglo staff work together, recognize one another's needs and become aware of the uniqueness of each community. She is open to new ideas and works hard to encourage discipleship among the parishioners, especially those in leadership in the Latino community.

MINISTERIAL IDENTITY AND AUTHORITY

Character	<ul style="list-style-type: none"> ➤ Does not meet expectations ➤ Below expectations ➤ Meets Expectations ➤ Exceeds Expectations ➤ Outstanding
Manifests a strong sense of being called to ministry	Outstanding
Accountable to supervisor & learning agreement without being overly-dependent	Exceeds Expectations
Willing to risk new things	Outstanding
Displays common sense and prudent judgment	Outstanding
Balances priorities and manages time well	Exceeds expectations
Possesses healthy self-esteem	Meets expectations
Is flexible and resilient	Exceeds expectations
Manifest ability to function under stress	Outstanding

Refrains from inappropriate language	Outstanding
Avoids gossip	outstanding
Shares spiritual values	outstanding
Reveals an optimistic attitude; can deal with failures and difficulties	outstanding

Please comment on any exceptional answers for Character. (see above)

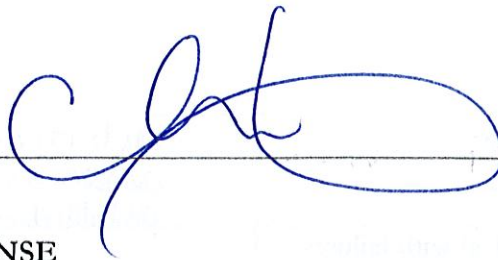
Anisabel is very self-sufficient and self-motivated. She is able to work alone in her area of ministry, and yet collaboratively with both her co-workers & parishioners. She has dealt with many difficulties during her time at the parish/AFC, and has met them with grace, even when in the minority and when the leadership does not agree with her position. She is resilient and recognizes when she needs time away, time for reflection, and time for action.

Relationships:	<ul style="list-style-type: none"> ➤ Does not meet expectations ➤ Below expectations ➤ Meets Expectations ➤ Exceeds Expectations ➤ Outstanding
Listens well	Meets expectations
Demonstrates appropriate social skills	Meets expectations
Relates to authority with ease	outstanding
Accepts and applies constructive criticism	Meets expectations
Takes initiative to be welcoming and appropriate	Outstanding
Shows concern for environmental issues; conserves resources	Meets expectations
Displays collaborative attitude; respects other gifts	Exceeds expectations
Demonstrates sensitivity to ecumenical outreach	Meets expectations
Works well in multi-cultural setting	Outstanding
Manifest an appropriate sense of humor	Exceeds Expectations
Maintains appropriate boundaries	Exceeds Expectations
Observes confidentiality	Outstanding
Empowers appropriate self-disclosure	Meets expectations

Please comment on any exceptional answer for Relationship (see above)

Anisabel has demonstrated many gifts when dealing with difficult situations: Compassion, empathy, patience, grace, authority, and kindness. It is not easy to help two different cultures work together, or to have varying understandings of ecclesiology/christology - yet Anisabel has persevered with dignity and grace.

Supervisor Signature: _____



Date: _____

4/14/22

STUDENT'S RESPONSE

Please respond to this evaluation, to the experience itself, to the style of supervision, effectiveness of communication, and to the frequency and quality of supervision.

Christine has lead me in a really ministerial way. She helps me see things I don't see, her style is with charity and comes from the wisdom of experience. She challenges myself. not according to what she expects, but what she know + expect of myself. She makes time of her busy schedule to observe and give feedback. Christine is a great supervisor! I have learnt a lot not only of our now more common conversations and the sharing of her own ministry but also from the way she conducts her self and her own ministry.

Habit of Theological Reflection

(Evaluate yourself in the light of this ministry and comment below)

Self-evaluation by student:	<ul style="list-style-type: none"> ➤ Does not meet expectations ➤ Below expectations ➤ Meets Expectations ➤ Exceeds Expectations ➤ Outstanding
Able to name a ministerial experience and describe it clearly without loose ends and judgment	Meet expectations
Has capacity to integrate cultural and social analysis into theological reflection	Meet expectations
Sees how theology connects to ministry and how ministry can raise theological questions.	Meet expectations
Can identify and articulate what she/he feels.	Meet expectations

Please use this space for additional comments

Student's Signature: Anisabel Palma

This document and the student's response must be completed, printed out and discussed with the Director of Field Education at the mid-degree site visit. At the end of the field education experience it should be sent electronically to the DMF.