

**BSW Fall Learning Plan 2018-19****Placement Information**

Student Name	Liaison Name	Agency Name	Field Instructor Name
Riley, Elizabeth		Department of Children's Services Tennessee Valley Region Chattanooga, TN	Michaela Johnson

**Instructions for completing this form:**

Initial Learning Plan Instructions	Mid-term Evaluation Instructions	Final Evaluation Instructions
<p><b>Student:</b> At the beginning of the semester, enter your learning activities for each competency.</p> <p><b>Click the SAVE DRAFT button at the bottom of the form periodically to save your work. Click the Student Learning Plan Submit button at the bottom of the form to submit your Initial Learning Plan to your Task Supervisor (If Applicable) and Field Instructor.</b></p>	<p><b>Student:</b> Review the feedback from your initial learning plan and make any adjustments/modifications.</p> <p><b>Be sure to click the submit button at the bottom of the form to send it to your Task Supervisor (If Applicable) and Field Instructor.</b></p>	<p><b>Student:</b> Review your final evaluation.</p> <p><b>Be sure to click the submit button at the bottom of the form.</b></p>
<p><b>Task Supervisor (If Applicable):</b> Review the student's learning activities for each competency and make comments in your section.</p> <p><b>Be sure to click the submit button at the bottom of the form.</b></p>	<p><b>Task Supervisor (If Applicable):</b> Share any observations/comments about the student's performance and progress for the mid-term evaluation.</p> <p><b>Be sure to click the submit button at the bottom of the form to send it to the Field Instructor.</b></p>	<p><b>Task Supervisor:</b> Review the final evaluation.</p> <p><b>Be sure to click the submit button at the bottom of the form.</b></p>

<p><b>Field Instructor:</b> Review the student's learning activities for each competency and make comments in your section.  <b>Be sure to click the submit button at the bottom of the form to send to the Field Director for review.</b></p>	<p><b>Field Instructor:</b> At the mid-point of the semester, use the blue column in each table to rate your student in comparison to a beginning-level generalist social worker. Review and consider the Task Supervisor comments (if applicable). Please provide comments in the blue comment box below each competency rating table.</p> <p><b>Click the SAVE DRAFT button at the bottom of the form periodically to save your work. Click the Field Instructor Mid-term Submit button at the bottom of the form to forward the form to your student.</b></p>	<p><b>Field Instructor:</b> At the end of the semester, use the green column in each table to rate your intern again. Please provide comments in the green comment box below each competency rating table.</p> <p><b>Click the SAVE DRAFT button at the bottom of the form periodically to save your work. Click the Field Instructor Final Submit button at the bottom of the form to forward the form to your student.</b></p>
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## Rating Scale

R ati ng	Rating Description (*Students <u>must achieve</u> scores of 4 or higher on final evaluation in order to pass)
N/ A	<b>Not applicable</b> - The student has not had the opportunity to demonstrate competence in this area.
1	<b>Unsafe Performance</b> - The student has not met expectations and does not give indication she/he will do so in the near future.
2	<b>Beginner Performance</b> - The student has not met expectations in this area, but gives indication she/he will do so in the near future.
3	<b>Standard Performance</b> - The student has met expectations in this area.
4	<b>Professional Performance</b> - The student has exceeded expectations in this area.
5	<b>Exceptional Performance</b> - The student has greatly exceeded expectations in this area.

**\*\* The 9 Competencies and related Behaviors on this evaluation were established by the**

**Council on Social Work Education (CSWE), the national accrediting organization for social work education. \*\***

**Competency #1: Demonstrate Ethical and Professional Behavior**

P B	Description	Learning Activities	Mid-term Rating	*Final Rating
1. 1	Be aware of ethical decisions in accordance with the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context	-I will identify ethical dilemmas faced when working in the field and be able to identify specific components when making ethical decisions. -I will be able to identify the appropriate response or code pertaining to the NASW code of ethics when faced with an ethical dilemma. -I will discuss ethical dilemmas with my field instructor during weekly supervision and discuss ways to implement appropriate strategies to resolve them. -I will adhere to agency and client confidentiality. -I will adhere to the NASW code of ethics when actively working in the field.	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
1. 2	Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations	-I will keep a weekly journal throughout my field practicum experience. -I will reflect back on my journal during weekly supervision and assess actions taken during the previous week with my field instructor. -I will ask for feedback from my field instructor and apply it accordingly.	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5

1. 3	Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication	<p>-I will adhere to my agency's dress code throughout my field practicum experience. -I will actively engage in assigned tasks as assigned by my field instructor. -I will review the agency's policy manual and familiarize myself with my agency's policies and procedures. -I will use appropriate rhetoric when communicating with staff and clients. -I will adhere to the correct format set in place by my agency when typing up court reports and case notes. -I will treat staff and clients respectfully during my interactions with them and demonstrate appropriate relationship-building communication when interacting with the working professionals within my agency.</p>	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
1. 4	Use technology ethically and appropriately to facilitate practice outcomes	<p>-I will adhere to agency guidelines and rules when using technology provided by my agency. -I will utilize e-mail and phone communication as directed by my field instructor. -I will establish healthy boundaries and implement specific codes as outlined in the NASW code of ethics when utilizing technology provided by my agency under the direction of my field instructor.</p>	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5

1. 5	Use supervision and consultation to guide professional judgment and behavior	-I will prepare for weekly supervision by completing the previous week's journal entry beforehand. -I will seek my field instructor's advice and input regarding my demonstration of practice behaviors and apply it accordingly. -I will seek guidance from my field instructor when needed and ask questions when I am unsure of how to respond to a particular client or situation.	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> N/A <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
			Submit Comp 1 MT Ratings	Submit Comp 1 Final Ratings
			Comp 1 Rating (average) 4	Comp 1 Rating (average) 5
		<i>Save your form regularly: Scroll down past Competency 9 and click the first "Save Draft" button.</i>	<b>Mid-term Evaluation Feedback Comments (Strengths, Ongoing Development and Concerns)</b>	<b>Final Evaluation Feedback Comments (Strengths, Ongoing Development and Concerns)</b>

## Competency #2: Engage Diversity and Difference in Practice

P B	Description	Learning Activities	Mid-term Rating	*Final Rating
2. 1	Recognize and discuss understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels	-I will be able to accurately identify agency policies and their effect on the diverse populations represented within my agency. -I will demonstrate culturally competent skills when interacting with diverse populations.	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
2. 2	Discuss ways to present themselves as learners and engage clients and constituencies as experts of their own experiences	-Under the guidance of my field instructor, I will develop appropriate techniques and strategies in order to be able to effectively communicate with and assist clients without upholding my own personal biases and values. -I will be able to effectively communicate with clients of various backgrounds with a diverse range of problems	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5



2. 3	Engage in self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies	-I will be able to identify my own personal biases, values, and beliefs and develop appropriate strategies for managing them under the direction of my field instructor. -I will seek my field instructor's guidance and feedback regarding any personal bias I may have demonstrated when interacting with a client and develop strategies to prevent this from reoccurring. -I will be able to define the challenges regarding my own values that I face daily within my work and discuss effective alternatives with my field instructor.	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
			Submit Comp 2 MT Ratings	Submit Comp 2 Final Ratings
			Comp 2 Rating (average) 3	Comp 2 Rating (average) 5
		<b><i>Save your form regularly: Scroll down past Competency 9 and click the first "Save Draft" button.</i></b>	<b>Mid-term Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>	<b>Final Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>

### Competency #3: Advance Human Rights and Social, Economic, and Environmental Justice

P B	Description	Learning Activities	Mid-term Rating	*Final Rating
3.1	Recognize their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels	-I will be able to identify and describe forms of discrimination and oppression faced by clients at both the individual and system levels. -I will be able to recognize overlooked needs of diverse populations served by my agency.	<input type="radio"/> n/a <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
3.2	Observe and initiate practices that advance social, economic, and environmental justice	-Under the guidance of my field instructor, I will brainstorm how my agency can bring attention to and address injustices faced by diverse populations both internally and during interactions with broader systems.	<input type="radio"/> n/a <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
			Submit Comp 3 MT Ratings	Submit Comp 3 Final Ratings
			Comp 3 Rating (average) 3	Comp 3 Rating (average) 5
		<b>Save your form regularly:</b> <b>Scroll down past Competency 9</b> <b>and click the first "Save Draft" button.</b>	<b>Mid-term Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>	<b>Final Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>

### Competency #4: Engage in Practice-Informed Research and Research-Informed Practice

P B	Description	Learning Activities	Mid-term Rating	*Final Rating
4. 1	Use practice experience and theory to inform scientific inquiry and research	-I will identify issues pertaining to the populations served by my agency and formulate a problem statement -I will review current data and outcome measures pertaining to my targeted issue of choice -I will begin to develop a research project and share with my field instructor ways in which the research project will benefit my agency	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
4. 2	Discuss critical thinking to engage in analysis of quantitative and qualitative research methods and research findings	-I will identify various models of assessment and prevention relevant to the population served by my agency -I will be able to identify sources of knowledge, such as theoretical and/or evidence-based practice, and identify which are most relevant pertaining to the populations served by my agency	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
4. 3	Use and translate research evidence to inform and improve practice, policy, and service delivery	-I will conduct literature review that addresses my issue of choice - Under supervision of my field instructor, I will discuss the development of my research project and develop a research study hypothesis	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
			Submit Comp 4 MT Ratings	Submit Comp 4 Final Ratings
			Comp 4 Rating (average) 3	Comp 4 Rating (average) 5

		<i>Save your form regularly: Scroll down past Competency 9 and click the first "Save Draft" button.</i>	<b>Mid-term Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>	<b>Final Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>
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## Competency #5: Engage in Policy Practice

P B	Description	Learning Activities	Mid-term Rating	*Final Rating
5.1	Recognize and engage social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services	-I will identify social policies, laws, and practices that affect my agency's clients and the delivery of services -I will review state and county legislation on social policies, laws, and practices and identify which ones significantly affect my agency's population and practice -During consultation with my field instructor, I will identify local resources utilized by my agency	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
5.2	Observe and discuss how social welfare and economic policies impact the delivery of and access to social services	-During weekly supervision, I will identify resources and services provided by my agency to its clients -I will identify specific social and economic policies that directly impact the services provided by my agency	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
5.3	Engage and discuss critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice	-I will discuss tasks that could potentially resolve an identified social problem impacted by policy and the local and state level	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
			Submit Comp 5 MT Ratings	Submit Comp 5 Final Ratings
			Comp 5 Rating (average) 3.67	Comp 5 Rating (average) 5

		<i>Save your form regularly: Scroll down past Competency 9 and click the first "Save Draft" button.</i>	<b>Mid-term Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>	<b>Final Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>
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## **Competency #6: Engage with Individuals, Families, Groups, Organizations, and Communities**

P B	Description	Learning Activities	Rating	*Final Rating
6. 1	Review knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies	-I will effectively evaluate environmental impact upon a client's presentation of concerns -I will accurately relate social work perspectives and related theories regarding my experiences in field and discuss this with my field instructor during weekly supervision -I will observe assessments conducted by my field instructor with various clients and discuss this during weekly supervision -I will review learned theories with my field instructor and apply this to agency observations and experiences during weekly supervision with my field instructor	<input type="radio"/> n/a <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
6. 2	Observe and initiate empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies	-I will effectively establish rapport with clients served by my agency - I will effectively initiate empathy and interpersonal skills during my interactions with clients	<input type="radio"/> n/a <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5
			Submit Comp 6 MT Ratings	Submit Comp 6 Final Ratings
			Comp 6 Rating (average) 3	Comp 6 Rating (average) 5

		<i>Save your form regularly: Scroll down past Competency 9 and click the first "Save Draft" button.</i>	<b>Mid-term Evaluation Feedback:</b> Please comment on the student's strengths, ongoing development and concerns	<b>Final Evaluation Feedback:</b> Please comment on the student's strengths, ongoing development and concerns
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## **Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities**



P B	Description	Learning Activities	Mid-term Rating	*Final Rating
7. 1	Review data and apply critical thinking to interpret information from clients and constituencies	-I will obtain and review client records adhering to the policies set in place by my agency -I will interpret client data relevant to certain cases under supervision of my field instructor -Under guidance of my field instructor, I will familiarize myself with diagnostic tools utilized by my agency	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
7. 2	Review knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies	-I will identify areas of strength and areas of challenge through the interviewing process with specific clients -I will utilize eco-systems theory to assess and address a client's presenting concerns	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
7. 3	Select mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies	-I will develop clear and timely service goals in direct correlation with a client's specific needs under supervision of my field instructor	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5

7.4	Discuss and review appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies	-I will be able to discuss selected intervention strategies chosen for clients and why the specific intervention strategy has been chosen with my field instructor - With guidance from my field instructor, I will assist in selecting intervention strategies for various clients	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
		<b><i>Save your form regularly: Scroll down past Competency 9 and click the first "Save Draft" button.</i></b>	Submit Comp 7 MT Ratings	Submit Comp 7 Final Ratings
			Comp 7 (average) 3.25	Comp 7 (average) 5
			<b>Mid-term Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>	<b>Final Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>

## Competency #8: Intervene with Individuals, Families, Groups, Organizations, and Communities

P B	Description	Learning Activities	Mid-term Rating	*Final Rating
8. 1	Be aware of and implement interventions to achieve practice goals and enhance capacities of clients and constituencies	-I will observe and assess progress towards goal attainment with various clients under guidance from my field instructor -I will continually revise and make adjustments to particular intervention strategies chosen for clients alongside my field instructor during weekly supervision	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
8. 2	Review knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies	-I will review various theoretical frameworks with my field instructor to assist in developing intervention strategies for clients within the agency -I will discuss specific theoretical frameworks utilized during development of intervention strategies for clients with my field instructor during weekly supervision	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
8. 3	Recognize and discuss inter-professional collaboration as appropriate to achieve beneficial practice outcomes	-I will demonstrate knowledge regarding roles in which the inter-professional team within my agency works to ensure best practices and favorable outcomes for clients -I will discuss my knowledge gained through observation and direct practice alongside my field instructor during weekly supervision	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input checked="" type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5

8.4	Discuss ways to negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies	-I will advocate for needed services for clients served by my agency and consult my field instructor if outside referrals are needed to assist clients	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
8.5	Discuss effective transitions and endings that advance mutually agreed-on goals	-I will observe and discuss successful goal attainment by clients served by my agency and assist in the termination process under guidance from my field instructor	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
			Submit Comp 8 MT Ratings	Submit Comp 8 Final Ratings
			Comp 8 Rating (average) 3	Comp 8 Rating (average) 5
		<p><i>Save your form regularly: Scroll down past Competency 9 and click the first "Save Draft" button.</i></p>	<p><b>Mid-term Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b></p>	<p><b>Final Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b></p>

## Competency #9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

P B	Description	Description	Mid-term Rating	*Final Rating
9. 1	Be aware of appropriate methods for evaluation of outcomes	-I will discuss and demonstrate knowledge of evaluation practices with my field instructor -I will discuss various approaches to best evaluate outcomes with clients served by my agency during weekly supervision	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input checked="" type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
9. 2	Discuss knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes	-I will identify variables in the social context that could potentially impact the evaluation process and the outcome -I will discuss various aspects of human behavior on evaluation process and outcome measures with my field instructor	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
9. 3	Analyze, monitor, and evaluate intervention and program processes and outcomes	-I will continually evaluate intervention with clients served by my agency under direction of my field instructor -Under guidance of my field instructor, I will develop future recommendations for favorable outcome strategies for goal attainment with clients	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
9. 4	Discuss how to apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels	-Under guidance of my field instructor, I will identify strengths and potential future changes with the evaluation process at my agency that could improve outcomes for clients	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input checked="" type="radio"/> 3 <input type="radio"/> 4 <input type="radio"/> 5	<input type="radio"/> n/a <input type="radio"/> 1 <input type="radio"/> <input type="radio"/> 2 <input type="radio"/> 3 <input type="radio"/> 4 <input checked="" type="radio"/> 5
			Submit Comp 9 MT Ratings	Submit Comp 9 Final Ratings

			Comp 9 Rating (average) 3.25	Comp 9 Rating (average) 5
		<i>Save your form regularly: Scroll down past Competency 9 and click the first "Save Draft" button.</i>	<b>Mid-term Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>	<b>Final Evaluation Feedback: Please comment on the student's strengths, ongoing development and concerns</b>

Scroll down and click your applicable submit button to finalize your portion of the form.

\*\*\*\*\***Initial Learning Plan Submission**\*\*\*\*\*

**Student:** Click the "Student Initial Learning Plan Submit" button below. This form will be sent to your Task Supervisor (if applicable) and your Field Instructor for review/approval.

Actioned by Riley, Elizabeth (480609) on 9/22/2019 3:28:02 PM

**Initial Learning Plan Comments**

<p><b>Task Supervisor:</b> I have reviewed this Initial Learning Plan with my student.</p> <p>Yes</p>	<p><b>Field Instructor:</b> I have reviewed this Initial Learning Plan with my student.</p> <p>Yes</p>	<p><b>Field Director Review:</b></p> <p><input checked="" type="radio"/> This Initial Learning Plan is approved as written</p> <p><input type="radio"/> This Initial Learning Plan approved under conditions listed below (see feedback)</p> <p><input type="radio"/> This Initial Learning Plan needs modifications (see below)</p>
<p>I have approved this Initial Learning Plan.</p> <p>Yes</p>	<p><input checked="" type="radio"/> I accept this Initial Learning Plan as written.</p> <p><input type="radio"/> I am requesting modifications.</p>	<p><b>Competencies to be modified and re-written</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> 1. Demonstrate Ethical and Professional Behavior</li> <li><input type="checkbox"/> 2. Engage Diversity and Difference in Practice</li> <li><input type="checkbox"/> 3. Advance Human Rights and Social, Economic, and Environmental Justice</li> <li><input type="checkbox"/> 4. Engage in Practice-Informed Research and Research-Informed Practice</li> <li><input type="checkbox"/> 5. Engage in Policy Practice</li> <li><input type="checkbox"/> 6. Engage with Individuals, Families, Groups, Organizations and Communities</li> <li><input type="checkbox"/> 7. Assess Individuals, Families, Groups, Organizations and Communities</li> <li><input type="checkbox"/> 8. Intervene with Individuals, Families, Groups, Organizations and Communities</li> <li><input type="checkbox"/> 9. Evaluate Practice with Individuals, Families, Groups, Organizations and Communities</li> </ul>
<p>Comments regarding the Initial Learning Plan</p>	<p>Comments regarding the Initial Learning Plan</p> <p>All Learning activates are achievable goals that can be completed with time and exposure.</p>	<p>Comments regarding the Initial Learning Plan</p> <p>Hi Elizabeth, well done - please remember to specify details of what you learned, researched, or developed by the end of the semester, especially in 8.1.</p>

**Task Supervisor: (If no task supervisor, Field Instructor must click below to send this Initial form for review).**

Actioned by Johnson, Michaela on 10/1/2019 2:46:45 PM

Actioned by Johnson, Michaela on 10/1/2019 2:46:53 PM

Actioned by Bertresse, Lunelle on 10/2/2019 5:03:18 PM

\*\*\*\*\***Mid-term Evaluation Submission**\*\*\*\*\*

### **Mid-term Evaluation Comments**



**Student Comments:**

Describe your progress to date in relation to the 9 competencies and related behaviors as outlined in your learning plan.

In addition, please comment on your development of professional identity, development of generalist social work knowledge, skills and attitudes and participation in the educational process.

1: I continually adhere to the NASW code of ethics when working in the field. Alongside my supervisor, I have been able to identify ethical dilemmas faced by the clients we serve. As we serve a diverse range of clients, I hope to become more well-versed in this area under guidance of my field instructor. DCS has several policies. I am slowly becoming more familiar with them, but this is also something I hope to continually improve on. I am becoming more comfortable communicating with clients and utilizing the various forms of technology provided by my agency in order to better serve them. 2: Under guidance from my field instructor, I am learning how to conduct client interviews and take accurate case notes during sessions with clients. I consistently remain aware of my own personal biases, as well as certain clients and situations that "trigger" me, and with assistance from my supervisor, have been able to easily identify them and

**Task Supervisor Comments (If Applicable)****Field Director Comments**

You're doing so well, Liz! Keep up the good work. Remember that you can scale some of your activities back because you are in observer stage. Some of your activities can be used in the next semester.

develop strategies to overcome reacting negatively. 3: I have been able to identify forms of discrimination and oppression faced by certain populations that my agency serves and recognize overlooked needs of certain clients. My instructor and I discuss this regularly and brainstorm how my agency might be able to address injustices faced by certain clients. 4: Under guidance of my field instructor, I have been able to identify various forms of assessments and prevention strategies relevant to the clients we serve. I have assisted my instructor in conducting a few different assessments and hope to continue to do so as the semester continues. In doing so, my goal is to become more familiar with various models, in addition to recognizing which are the most effective. 5: Each week, I have learned of the various resources utilized by my agency. I have been able to identify which would be the most beneficial to various clients, and hope to continue to become more knowledgeable of which resources are the most effective regarding the client's specific issue or need. Through my continued experience, I hope to become more aware of which changes in certain policies can assist clients in overcoming certain social problems prevalent within their population. 6: As I have become more comfortable with clients, I

have been able to establish a positive rapport with several of them upon our initial interview. Under demonstration of my field instructor, I am continuing to learn several different methods of communication with each client as well as which proves to be the most effective. Each case is different, but I've found that regardless of the case, more often than not, if I am able to initiate empathy and communicate in a respectful way, the client is generally receptive and cooperative. We have encountered several different situations, some more extreme or difficult than others, and I am continuing to learn the best way to react and communicate with clients during each one. 7: Under supervision from my field instructor, I have been able to identify areas of strength and areas of challenge throughout the interviewing process with clients. I am learning the best ways to communicate when certain issues arise or when a client is particularly hostile or emotional. We can never be fully prepared for how a client might react, but I've realized that by implementing certain strategies, most interviews are able to flow somewhat smoothly. I have assisted my instructor in selecting mutually agreed on intervention goals based on the presenting concerns and needs of the client. It has been especially encouraging to see the

intervention strategies implemented and carried out successfully by our clients. 8: I have been able to implement and assess progress towards goal attainment by a few clients under guidance from my field instructor. I have assisted my instructor as she advocates on our clients behalf; in the courtroom and in family and child team meeting. I hope to continue to learn the various ways in which we are able to advocate for our clients as well as which methods produce the most successful outcomes. I hope to participate in more family and child team meetings in order to better understand the inter-professional collaboration of my field instructor and her supervisor. 9: My instructor and I continue to evaluate interventions with clients and continually monitor their progress. If necessary, we implement additional strategies and continually follow up as much as we feel necessary. Despite the case overload my instructor consistently has, she never fails to stay up to date with each of her clients and see her families regularly until she is able to close a case. I hope to become comfortable enough to develop future recommendations for favorable outcome strategies for goal attainment with clients on my own.

<p>I have reviewed and incorporated the Field Director's feedback on my initial learning plan.</p> <p>Yes</p>	<p><b>Field Instructor Comments</b></p> <p>Elizabeth is doing really well in making good progress on her Learning plan and achieving objectives. She has showed great progress in such a short time and with more time and exposure she will be to transition into a lead role within the agency rather than shadowing with clients. This will allow her to gain skills and knowledge in the field and how best to help agency clients. This will also allow her to become more comfortable interacting and engaging with clients, and become more natural.</p>	<p><b>Mid-term Grade</b></p> <p><input checked="" type="radio"/> Pass  <input type="radio"/> Fail  <input type="radio"/> Incomplete</p>
<p>I have completed 100 hours by this point and discussed my progress with my Field Instructor.</p> <p>Yes</p>	<p>I have reviewed this evaluation, including comments and that the student has completed 100 hours.</p> <p>Yes</p>	

**Student:** Click the "Student Mid-term Submit" button below to send this form to your Task Supervisor for review/approval.

Actioned by Riley, Elizabeth (480609) on 10/30/2019 9:44:46 AM

**Task Supervisor:** (If no task supervisor, Field Instructor must click below to send this form for review.)

Actioned by Bertresse, Lunelle on 12/5/2019 2:53:22 PM

Actioned by Bertresse, Lunelle on 12/5/2019 2:53:41 PM

**Field Director:** Click the "Field Director Mid-term Submit" button below to finalize/approve this mid-term.

Actioned by Bertresse, Lunelle on 12/5/2019 2:51:24 PM

\*\*\*\*\***Final Evaluation Submission**\*\*\*\*\*

**Final Evaluation Comments**

**Student Comments:**

Describe your progress this semester in relation to the 9 competencies and related behaviors as outlined your learning plan.

In addition, please comment on your development of professional identity, development of generalist social work knowledge, skills and attitudes and participation in the educational process.

1: I continually adhere to the NASW Code of Ethics while at my practicum setting. I have identified and discussed ethical dilemmas with my field instructor and upheld agency/client confidentiality. I have demonstrated professional demeanor through written, oral, and electronic communication while communicating with professionals within my agency and clients. I completed my journal before supervision each week and continually discussed any questions or concerns with my field instructor. 2: Under guidance from my field instructor, I am becoming more familiar with the client interviewing process as well as taking notes during each session. I consistently strive to present myself as a learner regarding each client's unique experience and to know the appropriate questions to ask. I have been able to identify personal biases when working with clients and discuss with my field instructor

**Task Supervisor Comments (If applicable)****Field Director Comments**

Congratulations on completing your 200 hours, Liz - you've done a great job, going above and beyond. Continue to seek that knowledge and feedback in your supervision. You have already set goals for the next semester, so take some time to reflect on your successes and areas of growth. Looking forward to your next semester. Well done!

effective ways in which to manage them. I am slowly becoming comfortable with a diverse range of clients as well as being able to understand how to communicate effectively with each one. 3: I have observed and discussed various levels of oppression faced by the diverse populations assisted by my agency with my field instructor. My instructor and I continue to discuss potential solutions and interventions to implement that address these injustices. 4: Each day, I am given the opportunity to observe several types of interventions and assessments within my agency, such as Child and Family Team Meetings, FACT sheets, Eco-maps, and so forth. This has enabled me to understand each assessment and intervention utilized more clearly as well as when and why each intervention or assessment is essential. Throughout the semester, I have conducted literature review on my research subject of choice, the correlation of women and poverty, and discussed the ongoing development of my research project each week during supervision. 5: During weekly supervision, I have been able to identify and discuss laws and policies that directly impact my agency and the clients we serve. I am continually learning of the various resources utilized by my agency and strive to familiarize myself with each one. As I continue with my practicum

experience, I hope to not only become knowledgeable of each and every resource but also which ones have proven most effective in various client interventions and assessments.

6: Under guidance from my field instructor, I am continually learning of the various strategies utilized to establish positive rapport with clients as well as the most effective ways to communicate. I continue to observe various assessments and initial interviews by my field instructor and, as I've become more comfortable, am beginning to play an active role in the process. A primary goal for next semester is to begin to conduct client and interview assessments on my own under supervision from my field instructor.

7: During discussion with my field instructor during supervision each week, I have discussed areas of strength and areas of challenge within the interviewing process. My instructor continually demonstrates for me effective, appropriate communication techniques and consistently teaches the ways in which to implement various multi-disciplinary theoretical frameworks in analysis of data collected from clients. I have assisted my instructor in selecting intervention strategies for clients as well as developing clear and timely service goals. Next semester, I hope to develop goal plans with measurable



outcomes on my own under supervision of my field instructor. 8: I have observed the collaboration of professionals within my agency consistently throughout the semester; specifically during child and team meetings and when my instructor and I staff cases with her supervisor. I have recognized and discussed the benefits of inter-professional collaboration, particularly how it enables you to see a certain situation from a different perspective, allowing you to brainstorm alternative, effective intervention strategies. I have observed and assisted my instructor in assessing goal attainment progress with various clients and continued to revise and make adjustments to intervention strategies with my supervisor during weekly supervision. Next semester, I hope to assist my instructor more effectively by assessing progress from clients on my own and presenting my assessments to my supervisor during weekly supervision. 9: I continue to evaluate interventions with various clients alongside my supervisor, implementing changes when necessary and discussing these changes during weekly supervision. Through observance of the strategies initiated by my field instructor, I am slowly becoming familiar with the most effective ways to evaluate outcomes with clients. I have assisted and observed my

instructor regarding strategies for favorable outcomes and hope to strengthen my skills in this area through continual observation, discussion, and practice next semester.		
I have completed the required 200 field hours for the Foundation practicum.  Yes	<b>Field Instructor Comments</b>  Elizabeth has done well this semester in completing learning objectives and becoming familiar of the day to day task of a case manager. Elizabeth continues to be exposed to many different learning opportunities that allows her to continue her education and growth with in the social work field.	<b>Final Grade:</b>  <input checked="" type="radio"/> Pass <input type="radio"/> Fail <input type="radio"/> Incomplete
	I have reviewed this evaluation, including comments and that the student has completed 200 hours.  Yes	

**Student:** Click the "Student Final Submit" button below to send this form to your Task Supervisor (if applicable) and your Field Instructor for review/approval.

Actioned by Riley, Elizabeth (480609) on 12/16/2019 11:24:00 AM

**Task Supervisor:** (If no Task Supervisor, Field Instructor must click below to send this form for review.)

Actioned by Johnson, Michaela on 12/16/2019 4:08:50 PM

**Field Instructor:** Click the "Field Instructor Final Submit" button below to send this form to the student for review.

Actioned by Johnson, Michaela on 12/16/2019 4:09:10 PM

**Field Director:** Click the "Field Director Final Submit" button below to approve the grade for Foundation practicum.

Actioned by Bertresse, Lunelle on 12/18/2019 8:19:34 AM