

Advanced MSW Field Education Learning Plan

Student: Mike Hoback

Agency Name: Tenn. Dept. of Corrections

Field instructor: Pat Shaw

Task Supervisor: Pat Shaw

Professional Behavior - Evaluation Scale

1. Unsafe Performance 2. Beginner Performance 3. Standard Performance 4. Professional Performance 5. Exceptional Performance

Core Field Competency: 1.) Identify as a professional social worker and conduct oneself accordingly.

Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Identify professional strengths, limitations, and challenges for optimizing advanced use-of-self.	1. Identify strengths and challenges of CBT and SFT and discuss with field instructor. Discuss at least twice a month with field instructor about my strengths opportunities for growth.
2.)	2. Implement supervisory and self-care strategies.	2. Develop a weekly schedule that includes time for self-care activities. Make a monthly chart to track my time and try and implement new self-care strategies at least once a month.
3.)	3. Demonstrate the commitment to professional growth through continuing education, supervision, and ongoing consultation.	3. Attend customer service training with the Department of Corrections on 9/28/2012. Complete at least two continuing education seminars or training workshops and write a reaction to each. Read and review the Forensic Social Work Intern Training manual.

Feedback:

- **Strengths:**
- **Ongoing development:**
- **Concerns:**

Core Field Competency: 2.) Apply social work ethical principles to guide professional practice (NASW, IFSW, IAASW)		
Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Develop a framework, using ethical considerations, for analysis of complex practice environments.	1. Develop a decision-making guide based on the NASW code of ethics for analysis of complex practice environments. Identify and discuss the implementation of ethical principals in the context of practice as needed during weekly supervision.
2.)	2. Demonstrate autonomous ethical use-of-self and value-grounded practice.	2. Document a situation in which the developed decision-making guide was used to resolve an ethical situation involving peers or clients. Discuss in supervision and adjust the guide if necessary from feedback given.
3.)	3. Demonstrate leadership in tolerance of ambiguity in resolving ethical conflicts.	3. Create an early warning intervention guide to assist probation/parole officers in determining when their clients might be facing crisis in their lives or when the clients life actions are indicating the need for intervention.
4.)	4. Critically analyze personal values and ethical social work principles when designing and implementing interventions across systems.	4. Journal monthly regarding emerging personal and professional values. Develop a mission and values, ethics statement that I refer to when designing interventions for clients. Discuss during supervision.
Feedback: <ul style="list-style-type: none"> • Strengths: • Ongoing development: • Concerns: 		

Core Field Competency: 3.) Apply critical thinking to inform and communicate professional judgments.		
Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Demonstrate autonomous application of critical thinking to diverse complex professional scenarios.	1. Implement emerging therapeutic techniques/skills of critical thinking in all areas of practice. Journal about the outcome and seek feedback during weekly supervision. 2. Call or write to clients to ensure good communication between both parties. Ensure they are aware of any new progress in their services and any new group meetings being planned.
2.)	2. Demonstrate advanced oral and written communication skills in critical decision-making contexts.	Critically evaluate all written communication prior to submission into client records to ensure the highest degree of professionalism. Request feedback and correction during supervision.
Feedback: <ul style="list-style-type: none"> • Strengths: • Ongoing development: • Concerns: 		

Core Field Competency: 4.) Engage diversity and difference in practice.

Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Develop and implement proactive strategies for ameliorating discrimination.	1. Identify cultural values that a client has that may impact his/her treatment. Document it and discuss with field instructor. Journal about any personal biases that may arise during practicum.
2.)	2. Optimize resiliency and capacities of diverse populations.	2. Facilitate a 6 week Anger management class for probation and parolees at the department of Corrections. Obtain pre and posttest evaluation to determine the success of the class and make improvements where necessary.

Feedback:

- **Strengths:**
- **Ongoing development:**
- **Concerns:**

Core Field Competency: 5.) Advance human rights and social and economic justice.

Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Provide leadership in advocating for global human rights and social and economic justice.	1. Assist changing the State of Tennessee law dealing with police officers who deal with PTSD. Current law bars police officers from employment as a police officer if diagnosed with this condition and further discriminates against others gaining employment opportunities in these positions even though they are qualified.
2.)	2. Design and implement social action strategies.	2. Advocate for military veterans in the State of Tennessee so that they will not be subject to unfair practices in local and state courts by the creation of a separate court system for veterans. Draft a policy brief and present it to local and state elected officials in opposition to this court system. Continue to advocate for individuals with mental disabilities by writing to local and state elected officials and petition to have state laws changed as it pertains to individuals with mental disabilities so that they are afforded the same opportunities as others and not discriminated against based on their diagnoses.

Feedback:

- **Strengths:**
- **Ongoing development:**
- **Concerns:**

Core Field Competency: 6.) Engage in research-informed practice and practice-informed research.

Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Engage in systematic review of contemporary best practices.	1. Write a literature review based on best practices for dealing with police officers facing stress both at work and in their personal lives and present it to my field supervisor.
2.)	2. Contribute to the knowledge base of the social work practice.	2. Attend a peer support class which explains how to counsel police officers in times of stress such as shootings, death, and divorce. Law Enforcement Officers are the highest occupation for suicide: approximately 500 officers per year commit suicide in the U.S. Law Enforcement Officers are ranked number one in alcoholism. Many are involved in domestic abuse, and unfortunately, many abuse controlled substances and other drugs. The traumas of law enforcement have their costs to the individual officer. Many of these men and women will seek outside counseling and it's a population that has gone largely ignored in the past.

Feedback:

- **Strengths:**
- **Ongoing development:**
- **Concerns:**

Core Field Competency: 7.) Apply knowledge of human behavior and the social environment.		
Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Synthesize and differentially employ theories of human behavior and the social environment to guide advanced practice.	Conduct a Mental Status Exam along with Alcohol and Drug evaluation and Bio Psychosocial assessment with new clients and determine how the alcohol and drug use of clients with mental health issues differs from those that do not face mental health challenges. Conduct and pre and posttest to determine outcomes and determine what treatment programs would best serve there needs to overcome their current obstacles.
Feedback: <ul style="list-style-type: none"> • Strengths: • Ongoing development: • Concerns: 		
Core Field Competency: 8.) Engage in policy practice to advance social and economic well-being and to deliver effective social work services.		
Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Advocate with and inform key stakeholders to optimize the impact of policy.	1. Collaborate with the local chapter of the NASW to help bring about social change and promote social justice in the city of Chattanooga. Collaborate with local politicians to engage in a review of policy that impacts city employees and the use of the Employee Assistance Plan. Present it to my field supervisor for feedback.
2.)	2. Craft and implement a full systems policy/advocacy action plan.	2. Researched and advocated for needed policy changes in Tennessee Law dealing with individuals with mental disorders. Discuss with field instructor and receive feedback.
Feedback: <ul style="list-style-type: none"> • Strengths: • Ongoing development: • Concerns: 		

Core Field Competency: 9.) Respond to contexts that shape practice.

Evaluation	Field Practice Behaviors	Learning Experiences
1.)	1. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.	1. Administer pre and post assessments, as well as an evaluation to participants of the anger management class at the Tennessee Department of Corrections. Review results with field instructor and make corrections to the class in order to better provide the participants with the best possible care.
2.)	2. Adapt best practices to improve practice outcomes.	2. Review current best practices and read about new procedures that are being implemented in individual counseling as well as groups receiving anger counseling.

Feedback:

- **Strengths:**
- **Ongoing development:**
- **Concerns:**

Core Field Competency: 10.) Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.		
Evaluation	Field Practice Behaviors	Learning Experiences
1.)	ENGAGEMENT 1. Initiate culturally responsive relationships with key stakeholders across systems. 2. Facilitate engagement through the development of a comprehensive pre-assessment strategy.	1. Engage and build relationships with key stakeholders in the Chattanooga, TN and the local chapter of the NASW to help promote social justice in the Chattanooga Area. 2. Develop a list to ensure that all necessary paperwork is completed when dealing with clients who are being screened by the Forensic Social Work program at the Tennessee Department of Corrections. Develop and implement a pre-assessment questioner for individuals entering into the anger management group at the TDOC.
2.)		
3.)	ASSESSMENT 3. Formulate comprehensive assessments, using a variety of diagnostic classification systems. 4. Design and implement organizational and community assessments.	3. Develop and implement a pre/post assessment and evaluation tool for the Relapse Prevention Group at the Tennessee Department of Corrections. Discuss the results with my field instructor. 4. Develop and implement a survey for clients of the Tennessee Department of Corrections in order to assess their outlook on the services provide and their overall perception of the department.
4.)		

5.)	<p>INTERVENTION</p> <p>5. Implement and integrate evidence-based interventions across key advanced practice roles such as Clinician, Administrator, and Community Organizer.</p>	<p>5. Clinician: Challenge clients' beliefs employing CBT therapeutic strategies with clients; build on client strengths using Solution Focused skills to help resolve problems; initiate actions to achieve client directed goals.</p> <p>Administrator: Community Developer/Advocate: Work with TDOC to affect change.</p> <p>Consultant: Work in collaboration with a team to implement an anti-recidivism program to help individuals on probation and parole reintegrate into their community.</p>
6.)	<p>EVALUATION</p> <p>6. Use relevant current research to effectively evaluate evidence-based practices based on their efficacy.</p>	<p>6. Review 4 articles relative to therapeutic interventions that can be used with clients at the Tennessee Department of Corrections. I will try and incorporate at least one new therapeutic intervention into a new anger management group and conduct a pre and post assessment to determine the efficacy with these clients.</p>
7.)	<p>7. Monitor efficiency and effectiveness of practice outcomes.</p>	<p>7. Monitor the effectiveness of CBT/SFT intervention pre and post each session. Present and discuss with supervisor during weekly supervision.</p>
<p>Feedback:</p> <ul style="list-style-type: none"> • Strengths: • Ongoing development: • Concerns: 		

Signature Page

The accumulation of practicum hours that may be counted may begin only when all parties have signed this document and the original is filed with the Field Director.

I concur with this Learning Plan:

Student Signature

Date

Learning Plan reviewed with:

Field Instructor:

Field Instructor Signature

Date

SAU Field Director:

SAU Field Director Signature

Date