

**Appalachian State University – Department of Social Work
BSW Learning Contract and Evaluation (Midterm and Final)
2020-2021**

The terms of this learning contract will begin on _____ and will continue through _____.

Student: _____ **Seminar Instructor:** _____

Field Practicum Agency: _____
Name Address

_____ City State Zip Agency Phone

Field Instructor: _____ **Other Supervisor (if applicable):** _____

Learning Contract was developed on _____ (Date)

Student Date Seminar Instructor Date

Field Instructor Date Other Supervisor (if applicable) Date

Midterm progress check occurred on _____ (Date)

Student Date Seminar Instructor Date

Field Instructor Date Other Supervisor (if applicable) Date

Final Assessment and Evaluation occurred on _____ (Date)

Student Date Seminar Instructor Date

Field Instructor Date Other Supervisor (if applicable) Date

Total number of field hours completed: Midterm _____ Final _____

Instructions for completing the Learning Contract (LC) sections of this document:

Students complete the “LC activities,” in collaboration with the field instructor. “LC activities” are the learning opportunities (e.g., assignments, processes, tasks) in the field setting by which progress in the competencies occurs.

There are four dimensions underlying practice behaviors: values; knowledge; skills; and, cognitive and affective processes.

- **Values:** values and beliefs of the profession, codified in the NASW Code of Ethics
- **Knowledge:** academic and experiential
- **Skills:** demonstrated ability to practice social work interventions (that integrate values, knowledge, and cognitive and affective processes)
- **Cognitive and Affective Processes** [as defined in the CSWE 2015 EPAS Glossary]
 - Critical Thinking: “an intellectual, disciplined process of conceptualizing, analyzing, evaluating and synthesizing multiple sources of information generated by observation, reflection and reasoning”
 - Affective reactions: “the way in which our emotions influence our thinking and subsequently our behavior”
 - Judgment: “the capacity to perceive and discern multiple sources to form an opinion

Each learning activity in this document has a code letter indicating the corresponding dimension: **V** = Value; **K** = Knowledge; **S** = Skills; **CAP** = Cognitive and Affective Processes.

The learning activities should connect with at least one dimensions within each competency, and all dimensions must be accounted for in the LC activities.

Each student’s learning activities will be unique to her/his/their field setting, focus, interests, and opportunities. Include information in each activity that demonstrates how the activity will occur in your particular agency. The LC is a “live” document that can be revised over time as activities shift and opportunities arise.

Remote Tasks: Please note that the remote tasks section is to be used if the social work department, student, or agency has limited or no capacity for face-to-face field placement and completion of in-person activities toward demonstrating competencies. If this were to occur, a student may begin using remote field activities only after consultation with their field instructor and seminar instructor.

Evaluation of student performance:

Prior to the midterm assessment please complete the Midterm Evaluation referring to the rating scale below for each behavior. Prior to the end of the semester please complete the Final Evaluation for each behavior using the rating scale listed below. Each behavior should be rated holistically, with attention to the quality of the completion of competency activities in the learning contract. Midterm ratings are intended as a method of structuring feedback and focusing attention on challenging aspects of field for the student. A student may receive an NA at midterm only if the activities for a particular behavior will be completed in the second half of the semester. An NA will not be permitted in the Final Evaluation. Please contact the Seminar Instructor if you have questions or concerns about a particular behavior and subsequent activities.

A rating scale for this form ranges from the need for significant improvement to exceptional mastery, as described below:

1. **Not Competent** - Student **does not demonstrate** command of essential knowledge and/or does not demonstrate application of knowledge to practice. The student is practicing well below a satisfactory level.
2. **Limited Competence** - Student demonstrates **limited and/or inconsistent** understanding of essential knowledge and/or the application of knowledge to practice. More than the usual amount of supervision may be required. There is significant concern about the student's knowledge and/or practice level. A remediation plan is required.
3. **Emerging Competence** - Student understands the skill and demonstrates a **beginning or growing ability** to apply knowledge to practice. The student predominantly functions semi independently with appropriate supervision and support.
4. **Competence** - Student consistently understands the skill and its applicability and **effectively and routinely** demonstrates the skills in practice. The student shows an ability to function independently with appropriate supervision and support.
5. **Superior Competence** - Student adapts the skill to the setting and demonstrates **mastery of the skill in novel, diverse, and difficult contexts.**

Specialized Field Placements (check all that apply):

- SBIRT
- School Social Work
- Child Welfare Collaborative (BSW only)

Competencies and Learning Contract (LC)

Competency 1 – Demonstrate ethical and professional behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

Observable Behaviors:	<p>Identify how each activity will be completed in your agency.</p> <p>Add additional activities in the “other” box.</p> <p>LC Activities:</p>
Behavior 1.1	
<p>Make ethical decisions by applying standards of 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.</p>	<p>Review agency policies and NASW Code of Ethics and analyze similarities and differences in weekly supervision. V K CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <hr/> <p>Identify ethical concerns and explain how the NASW Code of Ethics guides your response to clients and client systems. S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <hr/> <p>Identify how your personal values may conflict with social work professional values and develop a plan for guiding your practice. CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <hr/> <p>Respond to ethical concerns at the time of occurrence and resolve appropriately with the guidance of the FI and the use of an ethical decision making model CAP</p>

	<p><i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Discuss with FI the ambiguity inherent in ethical dilemmas and your reaction to this complexity. CAP</p> <p><i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Other:</p>	
<p>Evaluation:</p>	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>
<p>Behavior 1.2</p>		
<p>Use self-reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</p>	<p>Utilize regular strategies for personal reflection to work with clients and client systems. V CAP</p> <p><i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Demonstrate appropriate boundaries and use of self-disclosure with client systems, agency staff and community partners. V K S CAP</p> <p><i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Other:</p>	
	<p>Other:</p>	
<p>Evaluation:</p>	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>
<p>Behavior 1.3</p>		
<p>Demonstrate professional demeanor in behavior, appearance, and oral, written,</p>	<p>Engage in professional communication in all oral and written communication including electronic and social media. S</p> <p><i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p>	

and electronic communication.	<i>Remote activity?</i>	
	Establish and maintain appropriate relationships with administrators, staff, and colleagues. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
	Understand, articulate, and adhere to agency policies and guidelines. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
Behavior 1.4		
Use technology ethically and appropriately to facilitate practice outcomes.	Consider and discuss with FI boundary and confidentiality issues related to use of personal social media and electronic communication including agency policy and expectations. K V S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
	Adhere to all agency, NASW and Social Work Department mandates concerning use of email, text, personal devices, internet and social media. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
Behavior 1.5		

Use supervision and consultation to guide professional judgement and behavior.	Demonstrate efficient use of supervision through developed agendas, prioritized needs, and articulated concerns. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Demonstrate ability to accept, reflect and incorporate FI feedback into practice. S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Provide regular feedback to field instructor on field placement experience. V CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Recognize and appropriately address counter-transference and transference in client interactions with FI in supervision. CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Other: Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>

Competency 1 - Evaluation Totals and Comments

<i>Midterm</i>	Total Score:	<i>Final Evaluation</i>	Total Score:

Competency 2 – Engage diversity and difference in practice

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

<p>Observable Behaviors:</p>	<p style="text-align: center;">Identify how each activity will be completed in your agency.</p> <p style="text-align: center;">Add additional activities in the “other” box</p> <p style="text-align: center;">LC Activities:</p>
<p>Behavior 2.1</p>	
<p>Apply and communicate understanding of the importance of diversity and difference shaping life experiences in practice at the micro, mezzo, and macro levels.</p>	<p>Discuss with FI the impact of race, class, culture, disability, ethnicity, family structure, marital status, national origin, religion, age, sexual orientations, and socioeconomic status on client system. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <hr/> <p>Review literature on best practices with diverse client systems and discuss with FI. .K <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <hr/> <p>Utilize weekly supervision to discuss oppressive and discriminatory practices and seek solutions to these. V CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <hr/> <p>Seek consultation from FI, other social workers and team members related to intersectionality. K <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p>

	<i>Remote activity?</i>	
	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>

Behavior 2.2

Present themselves as learners and engage client and constituencies as experts of their own experiences.	Learn and use interviewing techniques in work with clients, client systems, and colleagues taking into account the intersection of identities. K <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>
	Participate in trainings and/or conduct research related to cultural competency/humility and discuss with FI in supervision. K CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>
	Introduce self to clients identifying role as a student. <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>
	Other: Other:

Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
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Behavior 2.3

Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse client and constituencies.	Discuss with FI the challenges of respecting right of clients and client systems to maintain different perspectives and positions than your own. V K CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>
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	<p>Explore and process personal biases, projection and boundary challenges in supervision. V CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Recognize and support clients' rights to self-determination. Discuss with field instructor your personal reaction to times when clients are unable or choose not to make use of your advice and guidance V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	Other:	
	Other:	
Evaluation:	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>

Competency 2 - Evaluation Totals and Comments

<i>Midterm</i>	Total Score:	<i>Final Evaluation</i>	Total Score:

Competency 3 – Advance human rights and social, economic, and environmental justice.
Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental,

economic, social, and cultural human rights are protected.

Observable Behaviors:	<p style="text-align: center;">Identify how each activity will be completed in your agency.</p> <p style="text-align: center;">Add additional activities in the “other” box.</p> <p style="text-align: center;">LC Activities:</p>		
Behavior 3.1			
Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels.	<p>Identify current political, social, economic, and environmental events and discuss the effects on client systems with your FI V K S</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	<p>Identify current political, social, economic, and environmental events and discuss the effects on client systems with your FI V K S</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Advocate for client system access to services. V K S CAP</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	<p>Advocate for client system access to services. V K S CAP</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Consider and discuss possible actions that might reduce institutional discrimination on agency clients or within the community; review potential consequences of such actions on clients and on your agency. CAP</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	<p>Consider and discuss possible actions that might reduce institutional discrimination on agency clients or within the community; review potential consequences of such actions on clients and on your agency. CAP</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	Other:		
	Other:		
Evaluation:	<p style="text-align: center;">1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p style="text-align: center;">1 2 3 4 5 NA <input type="checkbox"/></p>	<p style="text-align: center;">1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p style="text-align: center;">1 2 3 4 5 <input type="checkbox"/></p>	
Behavior 3.2			
Engage in practices that advance social, economic, and environmental justice.	<p>Identify community coalitions/groups that advocate for client systems and attend at least one meeting that promotes social justice. V K</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>		

	Inform client systems of their rights. Encourage clients to register to vote. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> Remote activity?	
	Assist client systems in identifying eligibility and navigating delivery for social programs. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> Remote activity?	
	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>

Competency 3 - Evaluation Totals and Comments

<i>Midterm</i>	Total Score:	<i>Final Evaluation</i>	Total Score:

Competency 4 – Engage in practice-informed research and research-informed practice.

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

Observable Behaviors:	Identify how each activity will be completed in your agency.
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	Add additional activities in the “other” box. LC Activities:
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Behavior 4.1

Use practice experience and theory to inform scientific inquiry and research.	Develop research questions that emerge from interactions with client systems and discuss with the FI. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>
	Identify at least one gap in your knowledge regarding the population you work with and discuss with FI about how you would research that subject. <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>
	Other:
	Other:

Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
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Behavior 4.2

Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.	Participate in an agency research project and/or begin an agency research project. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>
	Identify a theory that is used in your agency and discuss strengths, weaknesses and appropriate use with your FI. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>
	Other:
	Other:

Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
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Behavior 4.3		
Use and translate research evidence to inform and improve practice, policy, and service delivery.	<p>Discuss with FI how practice experience informs agency policy and practice. Advocate for agency policy and practice changes as appropriate. K S CAP</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Research evidence based practice interventions for client systems and discuss with FI. V K S CAP</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Investigate available information relevant to practice from a variety of sources, discuss findings in supervision, and apply identified evidence based practices with client systems as appropriate. K</p> <p><i>This is what I will do:</i></p> <p><i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	Other:	
	Other:	
Evaluation:	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>

Competency 4 - Evaluation Totals and Comments

<i>Midterm</i>	Total Score	<i>Final Evaluation</i>	Total Score:

Competency 5 – Engage in policy practice.

Social workers understand that human rights and social justice, as well as social welfare and

services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their^[SEP] role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

<p>Observable Behaviors:</p>	<p align="center">Identify how each activity will be completed in your agency.</p> <p align="center">Add additional activities in the “other” box.</p> <p align="center">LC Activities:</p>	
<p>Behavior 5.1</p>		
<p>Identify social policy and the local, state, and federal level that impacts well-being, service delivery, and access to social services.</p>	<p>Identify social problems faced by your clientele. Research and discuss laws and policies that relate to that problem and your clients. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Interview administrators, staff and/or clients in order to understand the impact of public policy on clients. K <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Attend and participate in staff, task force, and/or board meetings. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Other: Other:</p>	
<p>Evaluation:</p>	<p align="center">1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p align="center">1 2 3 4 5 NA <input type="checkbox"/></p>	<p align="center">1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p align="center">1 2 3 4 5 <input type="checkbox"/></p>
<p>Behavior 5.2</p>		

Assess how social welfare and economic policies impact the delivery of and access to social services.	Identify agency processes involved in policy development and discuss with FI. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> Remote activity?	
	Tour or talk with local community agency(s) and learn about policies that affect service delivery to client systems served by the student’s agency. K <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> Remote activity?	
	Discuss with FI political, social, and economic policies and other factors that affect agency policies. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> Remote activity?	
	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
Behavior 5.3		
Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	Discuss with FI agency culture (implicit and explicit) and its impact on service delivery. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> Remote activity?	
	Discuss with FI strategies to effect policy change within the agency and participate in identified strategies for policy change as appropriate. CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> Remote activity?	
	Identify and discuss with the FI policies that are barriers to effective service delivery and develop ideas for managing those boundaries on micro, mezzo and macro levels of practice. K CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> Remote activity?	

	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>

Competency 5 - Evaluation Totals and Comments

<i>Midterm</i>	Total Score:	<i>Final Evaluation</i>	Total Score:

Competency 6 – Engage with individuals, families, groups, organizations, and communities.

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. [SEP] Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Observable Behaviors:	<p align="center">Identify how each activity will be completed in your agency.</p> <p align="center">Add additional activities in the “other” box.</p> <p align="center">LC Activities:</p>
Behavior 6.1	

Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks to engage with clients and constituencies.	<p>Identify human behavior and social environment, HBSE, theories from coursework that are relevant to the agency client population and discuss with FI in supervision. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Provide to and discuss with FI at least two journal articles or other academic sources that describe the impact of human behavior in the social environment with client systems served by the agency. K <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Identify client’s strengths, resilience, and informal supports. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Use person-in-environment and strengths perspective in initial interviews, assessments, goal setting, and interventions. V K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Other: Other:</p>	
Evaluation:	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>
Behavior 6.2		
Use empathy, reflection, and interpersonal skills to engage diverse clients and constituencies.	<p>Explore clients’ personal values, culture, identities, and whether they have religious and or spiritual beliefs and practices, to increase student’s awareness of the client and community. Apply this knowledge with clients. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Express care, concern, authenticity, and genuineness with client systems. S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p>	

	<i>Remote activity?</i>	
	Demonstrate effective communication skills such as paraphrasing, reflective listening and reframing with client systems. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
	Identify personal strengths, limitations, and challenges in the engagement process and discuss with FI. CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
Other:		
Other:		
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>

Competency 6 - Evaluation Totals and Comments

<i>Midterm</i>	Total Score:	<i>Final Evaluation</i>	Total Score:

Competency 7 – Assess individuals, families, groups, organizations, and communities.

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in ^(SEP)the assessment process and value the importance of inter-

professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

<p>Observable Behaviors:</p>	<p align="center">Identify how each activity will be completed in your agency.</p> <p align="center">Add additional activities in the “other” box.</p> <p align="center">LC Activities:</p>	
<p>Behavior 7.1</p>		
<p>Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.</p>	<p>Review and utilize assessment tools and approaches used in the agency. Discuss gaps in knowledge in supervision K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Collect and utilize relevant data from individuals, families, other organizations, and other significant elements of the client system’s environment. S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Present assessment findings in team meetings, case review conferences and/or supervision. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Other:</p>	
	<p>Other:</p>	
<p>Evaluation:</p>	<p align="center">1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p align="center">1 2 3 4 5 NA <input type="checkbox"/></p>	<p align="center">1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p align="center">1 2 3 4 5 <input type="checkbox"/></p>
<p>Behavior 7.2</p>		
<p>Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.</p>	<p>Identify biological, psychological, social, spiritual, and environmental factors that influence development and behavior of client system. V K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	

	<p>Critique with your FI the strengths and limitations of theoretical frameworks for guiding assessments. K CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Employ a strength based perspective in identifying strengths, healthy coping behaviors, and resources with clients and communities. V K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Create a genogram or ecomap for an individual or client system. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	Other:	
	Other:	
Evaluation:	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>
Behavior 7.3		
Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with clients and constituencies.	<p>Collaborate with client and/or community systems to identify needs and select goals and objectives for interventions. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Review selected goals with field instructor and interdisciplinary team (if applicable) team. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Continually assess client and/or system progress toward achieving goals and modify as needed. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p>	

	<i>Remote activity?</i>	
	Using the agency format, develop an appropriate case plan. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
	Other:	
	Other:	

Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
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Behavior 7.4

Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	Consult with field instructor to identify potential intervention strategies that are consistent with assessment. Review literature on evidence-based interventions used with client systems in the placement setting. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
	Develop a change plan in collaboration with client systems consistent with client system values and preferences. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i>	
	<i>Remote activity?</i>	
	Other:	
	Other:	

Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
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Competency 7 - Evaluation Totals and Comments

<i>Midterm</i>	Total Score:	<i>Final Evaluation</i>	Total Score:

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Competency 8 – Intervene with individuals, families, groups, organizations, and communities.

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.

Observable Behaviors:	<p>Identify how each activity will be completed in your agency.</p> <p>Add additional activities in the “other” box.</p> <p>LC Activities:</p>
Behavior 8.1	
<p>Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.</p>	<p>Provide selected interventions to clients consistent with identified goals, client values, preferences and expectations. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>
	<p>Engage in a case discussion with supervisor, solicit feedback from FI and/or agency staff and incorporate feedback into case plan. S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>
	<p>Discuss with field instructor and/or other supervisor how an assessment informs an intervention. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p>

	<p><i>Remote activity?</i></p> <p>Integrate the client’s family, community, and larger cultures into interventions as appropriate. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <p>Other: Other:</p>	
Evaluation:	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>
Behavior 8.2		
<p>Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary frameworks in interventions with clients and constituencies.</p>	<p>Implement interventions directed at multiple system levels consistent needs identified in assessment. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <p>Review with field instructor and/or other supervisor how the client’s environment impacts the effectiveness of the chosen intervention V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <p>Other: Other:</p>	
Evaluation:	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>
Behavior 8.3		
<p>Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.</p>	<p>Actively participate in staff meetings and interdisciplinary meetings within the agency. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	

	<p>Develop professional, collaborative relationships between your agency and other agencies, local faith communities, civic groups, and/or neighborhood associations as appropriate. V K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p> <p>Other:</p> <p>Other:</p>	
Evaluation:	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>
Behavior 8.4		
Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.	<p>Identify and collaborate with key people in client systems critical to effecting change. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Research resources within the agency and community and identify appropriate sources of assistance. Coordinate referrals as needed. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Discuss in agency team meetings or supervision unmet client or client system needs, resource gaps, or service barriers, and develop advocacy plans. V K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i></p> <p><i>Remote activity?</i></p>	
	<p>Other:</p> <p>Other:</p>	
Evaluation:	<p>1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester)</p> <p>1 2 3 4 5 NA <input type="checkbox"/></p>	<p>1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)</p> <p>1 2 3 4 5 <input type="checkbox"/></p>
Behavior 8.5		
Facilitate effective transitions and endings that advance mutually agreed-on goals.	<p>Plan and facilitate the termination process, including review of client systems' accomplishments, and identification of a process of obtaining services if future needs arise. Address client's emotional needs regarding termination of relationship. V K S</p>	

	<i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Coordinate transitions of clients/projects to other agency staff through planned sharing of goals and service needs. S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>

Competency 8 - Evaluation Tools and Comments

<i>Midterm</i>	Total Score:	<i>Final Evaluation</i>	Total Score:

Competency 9 – Evaluate practice with individuals, families, groups, organizations, and communities.

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

Observable Behaviors:	<p style="text-align: center;">Identify how each activity will be completed in your agency.</p> <p style="text-align: center;">Add additional activities in the “other” box.</p> <p style="text-align: center;">LC Activities:</p>	
Behavior 9.1		
Select and use appropriate methods of evaluation of outcomes.	Review and utilize agency evaluation tools and processes. Discuss appropriate use with FI K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Research and utilize other reliable and valid evaluation strategies relevant to intervention as needed to supplement agency tools with input from FI. K S <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>
Behavior 9.2		
Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary theoretical frameworks in the evaluation of outcomes.	Discuss with supervisor(s) how practice evaluation tools are selected. K <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Discuss with supervisor the impact of theory in the evaluation of practice at your agency. K S CAP <i>This is what I will do:</i> <i>This is how my supervisor will evaluate me:</i> <i>Remote activity?</i>	
	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section)

	(NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1 2 3 4 5 <input type="checkbox"/>
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Behavior 9.3

Critically analyze, monitor, and evaluate intervention and program processes and outcomes.

Utilize instruments, assessment tools, and record keeping to monitor client change. **K S**

This is what I will do:
This is how my supervisor will evaluate me:

Remote activity?

Plan and implement methods to seek feedback from clients and stakeholders regarding individual progress as well as program efficacy. **K S CAP**

This is what I will do:
This is how my supervisor will evaluate me:

Remote activity?

Discuss with supervisor(s) any concerns about unresolved client difficulties and/or future needs. **V CAP**

This is what I will do:
This is how my supervisor will evaluate me:

Remote activity?

Other:

Other:

Evaluation:

1-5 Rating Scale Midterm Evaluation
(NA if activity will be completed by end of semester)

1 2 3 4 5 NA

1-5 Rating Scale Final Evaluation
(No NA in the final evaluation section)

1 2 3 4 5

Behavior 9.4

Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

Discuss with FI ways to integrate evaluation results into ongoing and future planning of effective practice strategies. **CAP**

This is what I will do:
This is how my supervisor will evaluate me:

Remote activity?

Provide FI with plans to utilize evaluation and field placement experience to develop best practices. **V K S CAP**

This is what I will do:
This is how my supervisor will evaluate me:

Remote activity?

	Other:	
	Other:	
Evaluation:	1-5 Rating Scale Midterm Evaluation (NA if activity will be completed by end of semester) 1 2 3 4 5 NA <input type="checkbox"/>	1-5 Rating Scale Final Evaluation (No NA in the final evaluation section) 1 2 3 4 5 <input type="checkbox"/>

Competency 9 - Evaluation Totals and Comments

<i>Midterm</i>	Total Score:	<i>Final Evaluation</i>	Total Score:

General Evaluation Comments:

Student:

<i>Midterm</i>	<i>Final Evaluation</i>
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Field Instructor:

<i>Midterm</i>	<i>Final Evaluation</i>

Seminar Instructor:

<i>Midterm</i>	<i>Final Evaluation</i>

The competencies specified in this evaluation form are those established by the Council on Social Work Education (2015). The student’s learning plan identifies the learning opportunities (e.g., methods, activities, and assignments) available for the student to achieve these competencies.