**Appalachian State University – Department of Social Work**

**Community & Organizational Practice - Learning Contract and Evaluation (Mid-year 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)

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Student Date Seminar Instructor Date

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Field Instructor Date Other Supervisor (if applicable) Date

**Mid-Year progress check** occurred on \_\_\_\_\_\_\_\_\_\_\_\_\_\_ (Date)

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Student Date Seminar Instructor Date

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Field Instructor Date Other Supervisor (if applicable) Date

**Final Assessment and Evaluation** occurred on \_\_\_\_\_\_\_\_\_\_\_ (Date)

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Student Date Seminar Instructor Date

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Field Instructor Date Other Supervisor (if applicable) Date

**Total number of field hours completed:** Mid-Year \_\_\_\_\_\_\_\_\_ 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 Code
* **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 their field setting, focus, interests, and opportunities. 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 end of the fall semester please complete the Mid-Year Evaluation referring to the rating scale below for each behavior. Prior to the end of the spring 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. Mid-Year 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 Mid-Year only if the activities for a particular behavior will be completed in the second half of the field placement, in the spring. 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**

*Advanced practice social workers apply knowledge of ethical and professional behaviors within the administrative, policy, and community practice arenas. Advanced practice social workers in complex systems respect every person’s right to human dignity and resist and confront oppression through collaboration and action. They demonstrate a commitment and accountability to the values of human dignity, cultural humility, and social justice by confronting the sources and structures of oppression. As facilitative leaders, they ensure that communities and organizations maintain a commitment to their vision and mission, and support the collective process of systems change. They apply ethical standards to the use of technology in practice arenas. Advanced practice social workers show up ready to learn, contribute, and engage in a respectful and ethical way. They are committed to lifelong learning for themselves and others that supports leadership development.*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 1.1** | | |
| Identify ethical issues. Determine and implement the most appropriate response(s) within a cultural humility framework. | Regularly identify ethical concerns in practice and bring identified issues into supervision for consideration. **K V S**  **In your agency:**  **Remotely:** | |
| Identify and utilize ethical decision making model or strategy to address ethical concerns within a cultural humility framework. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 1.2** | | |
| Conduct themselves professionally in accordance with relevant codes of ethic, laws, policies, and professional standards. | Demonstrate professional conduct when interacting with clients, agency staff, community stakeholders, and/or policymakers**. S V**  **In your agency:**  **Remotely:** | |
| Demonstrate professional written, verbal, and nonverbal communication including reporting and documentation. **S**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 1.3** | | |
| Provide leadership in making ethical decisions with diverse stakeholders in policy, community, and organizational practice arenas. | Facilitate ethical decision making when interacting with clients, agency staff, community stakeholders, and/or policymakers. **KS**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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** |

**Competency 1 - Evaluation Totals and Comments**

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| ***Mid-Year*** | **Total Score:** | ***Final Evaluation*** | **Total Score:** |
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**Competency 2 – Engage diversity and difference in practice**

*Advanced practice social workers in all arenas understand diversity and difference, and how the intersectionality of factors and identities characterize and shape the human experience and are critical to the formation of whole identity. They understand the impact of discrimination and oppression on all persons in society, particularly those who are marginalized. They value and encourage recognition and inclusion of diversity and difference in practice. Advanced practice social workers practice cultural humility to work effectively with diverse populations. Further, they use their leadership skills to promote open discussion and other strategies to eliminate organizational and structural barriers that contribute to discrimination and oppression. They critically analyze how factors associated with diverse identities contribute to aspects of implicit bias affecting the individual, family, group, organization, and community through structural, environmental, and systemic inequities. With this knowledge, they advocate for and lead change to address these inequities.*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 2.1** | | |
| Employ key theoretical frameworks to explore diverse perspectives and intersectionality within policies, organizations, and communities. | Identify relevant theoretical frameworks to assist in understanding policies, organizations, and communities while attending to and incorporating diversity and intersectionality. **K S**  **In your agency:**  **Remotely:** | |
| Apply theories of diversity and intersectionality in situations with key stakeholders to assist with interventions at the policy, organizational, and community levels. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 2.2** | | |
| Take steps to ensure culturally inclusive policies, organizations, and communities. | Analyze and monitor policies, organizations and communities to ensure that they are culturally inclusive.  **In your agency:**  **Remotely:** | |
| When necessary take steps to increase the cultural inclusiveness of policies, organizations, and communities.  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year Evaluation**  (NA if activity will be completed by end of semester)  **1 2 3 4 5 NA,k** | **1-5 Rating Scale Final Evaluation**  (No NA in the final evaluation section)  **1 2 3 4 5** |

**Competency 2 - Evaluation Totals and Comments**

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| ***Mid-Year*** | **Total Score:** | ***Final Evaluation*** | **Total Score:** |
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**Competency 3 – Advance human rights and social, economic, and environmental justice.**

*Advanced practice social workers understand the global interconnectedness of human need, oppression, and human rights violations in policy, community, and organizational settings. They also apply social justice strategies to facilitate change and promote social inclusion and human rights. They value and promote human rights, and are committed to social, economic and environmental justice. Advanced practice social workers create opportunities and act as leaders to advance human rights and social and economic justice for every person with attention to the intersectionality of identities within each cause. They collaborate with others to create opportunities to enhance the quality of life of all people through safety, privacy, adequate standard of living, health, and education. They advocate for and design programs and policies to help to eliminate oppressive structural and systemic barriers of implicit bias and help create equitable and just policies, organizations, and communities. They advocate for and design programs and policies that ensure that social goods, rights, and responsibilities are distributed equitably. They also ensure that civil, political, environmental, economic, social, and cultural human rights are protected and enhanced. Advanced practice social workers practice cultural humility and inclusion and address discriminatory policies, practices, and language by utilizing culturally and linguistically appropriate measures and evidence-informed services and interventions.*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 3.1** | | |
| Apply their understanding of social, economic, and environmental justice to advocate for human rights in policy, community, and organizational practice arenas. | Track the progress of proposed agency, local, state or national policy that may adversely affect marginalized populations. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Assess the larger economic effects of policies that adversely affect marginalized populations. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 3.2** | | |
| Engage in advocacy practices to advance social, economic, and environmental justice. | Educate local, state or national decision makers on the effects of a policy to the lives of marginalized populations. **KVSC**  **In your agency:**  **Remotely:** | |
| Facilitate coalition building among advocacy organizations and diverse stakeholders. **KVSC**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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** |

**Competency 3 - Evaluation Totals and Comments**

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| ***Mid-Year*** | **Total Score:** | ***Final Evaluation*** | **Total Score:** |
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**Competency 4 – Engage in practice-informed research and research-informed practice.**

*Advanced practice social workers understand research and practice, and apply their understanding as research literate leaders who consume and critique research as well as implement evidence informed and evidence based practices. They value the relationship between practice and research in the policy, organizational, and community practice arenas. They use research tools strategically to identify critical gaps and promote the adoption of evidence-informed practice on behalf of the populations they serve. Advanced practice social workers engage communities and organizations in research to improve their policies, programs, networks, and systems. They recognize environmental, socio-cultural, and historical factors that affect the inclusion of underrepresented populations' participation in research, and understand how evaluation processes within communities and organizations can contribute to broader knowledge building within the social work field.*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 4.1** | | |
| Use practice experience to inform research, resource development, or intervention. | Identify area(s) from agency or community setting in need of additional research and discuss with supervisor. **S**  **In your agency:**  **Remotely:** | |
| Develop a proposal to improve resource development or intervention and present to key agency stakeholders. **K S**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 4.2** | | |
| Utilize the best available evidence when making policy, community, and organizational practice decisions. | Identify and understand relevant best evidence, and incorporate findings into practice and decision-making. **K V S**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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** |

**Competency 4 - Evaluation Totals and Comments**

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| ***Mid-Year*** | **Total Score** | ***Final Evaluation*** | **Total Score:** |
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**Competency 5 – Engage in policy practice.**

*Advanced practice social workers in the policy, community and organizational practice arenas understand how a vast array of policies at the organizational, local, state, national, and global levels influence the design and delivery of services and the social welfare system as they relate to human rights, and social, economic, and environmental justice. They understand the history of and current structures of social and economic policies and services, and the role that these structures have on the service delivery system. They value and promote human rights as well as social, economic, and environmental justice. Advanced practice social workers analyze program and policy alternatives and advocate for and develop evidence-informed policies that contribute to the health and well-being of all populations. They apply critical thinking to analyze the effects of social, economic, and environmental policy on interconnected domains of well-being, with special attention to marginalized groups facing cumulative disadvantages.*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 5.1** | | |
| Engage and encourage stakeholders within communities and organizations to be active advocates for social, economic, and environmental justice. | Identify relevant policies that impact service provision at the agency and/or community levels. **K S**  **In your agency:**  **Remotely:** | |
| Provide policy education and advocacy support to community and/or organizational stakeholders to enhance social, economic, and environmental justice. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 5.2** | | |
| Analyze and advocate to create or improve policies at the organizational, local, state, national, or global levels that further social, economic, and environmental justice. | Analyze and identify gaps in existing agency or community policies. **KS**  **In your agency:**  **Remotely:** | |
| Advocate at the agency or community levels for policy recommendations that support and enhance social, economic, and environmental justice. **KS**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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** |

**Competency 5 - Evaluation Totals and Comments**

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| ***Mid-Year*** | **Total Score:** | ***Final Evaluation*** | **Total Score:** |
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**Competency 6 – Engage with individuals, families, groups, organizations, and communities.**

*Advanced practice social workers in policy, community, and organizational practice arenas 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. They use knowledge of policy, community, and organizational theories to engage with stakeholders. They value the importance of human relationships and the dignity and worth of all people. They use effective interpersonal skills and inter-professional collaboration to engage diverse clients and constituencies in identifying and assessing problems, developing and implementing policies and interventions, and evaluating outcomes. Advanced practice social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse constituencies. They also recognize how a community or organization’s internal and external environment influences their engagement with the constituents*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 6.1** | | |
| Apply knowledge of policy, community, and organizational theories and other multidisciplinary theoretical frameworks to engage with diverse communities and organizations. | Identify and use relevant policy, community and/or organizational theories or frameworks to facilitate relationships with diverse clients, staff, community stakeholders and policymakers. **K V S**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 6.2** | | |
| Use empathy, self-reflection, interpersonal skills and inter-professional collaboration with people from diverse economic, political, social, and cultural backgrounds to facilitate social, economic, and environmental justice and/or sustainable change. | Demonstrate empathy and effective interpersonal skills to build collaborative relationships with diverse stakeholders to promote social, economic, and environmental justice and/or sustainable change. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Apply self-reflection to effectively engage with diverse clients, staff, community stakeholders and policymakers. **V S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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** |

**Competency 6 - Evaluation Totals and Comments**

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| ***Mid-Year*** | **Total Score:** | ***Final Evaluation*** | **Total Score:** |
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**Competency 7 – Assess individuals, families, groups, organizations, and communities.**

*Advanced practice social workers in all arenas understand community and organizational practice theories and other multidisciplinary theoretical frameworks, and apply these theories to assess diverse communities and organizations. They value the importance of inclusive and comprehensive assessment as the foundation for change. They work collaboratively with diverse stakeholders to comprehensively assess the problems, needs, assets, and resources at the organizational, local, state, national, and global levels. Advanced practice social workers also work collaboratively with stakeholders to assess the factors that impact the performance of communities and organizations. They use self-reflection to determine how personal biases may affect their assessments. They critically analyze the impact of prejudice and oppressive structures on assessments completed by and for communities and organizations, and regarding policies.*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 7.1** | | |
| Apply knowledge of community and organizational theories, multidisciplinary frameworks and policy to assess diverse communities and organizations. | Identify and apply relevant theoretical frameworks to assess diverse communities and/or organizations. **K S CAP**  **In your agency:**  **Remotely:** | |
| Use data sources to analyze agency or community population demographics to suggest client population trends. **K S CAP**  **In your agency:**  **Remotely:** | |
| Compare activities and outcomes to relevant organizational goals, industry benchmarks and evidence-based best practices. **K S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 7.2** | | |
| Work collaboratively with communities and organizations to identify, collect, and analyze various sources of information for comprehensive assessment. | Identify and analyze relevant sources of information for comprehensive assessment.  **K S CAP** | |
| Present assessment findings in staff meetings, Board of Directors’ meetings and/or in meetings with community stakeholders. **K S CAP**  **In your agency:**  **Remotely:** | |
| Prepare management reports that summarize and analyze collected data and frame options for action. **K S CAP**  **In your agency:**  **Remotely:** | |
| Demonstrate working knowledge of organizational and/or community budget and accounting system. Analyze financial reports as part of supervision. **K S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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** |

**Competency 7 - Evaluation Totals and Comments**

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| ***Mid-Year*** | **Total Score:** | ***Final Evaluation*** | **Total Score:** |
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**Competency 8 – Intervention with individuals, families, groups, organizations, and communities.**

*Advanced practice social workers understand multidisciplinary theoretical frameworks and critically evaluate and apply this knowledge to develop culturally appropriate interventions in policy, community, and organizational practice arenas. They use knowledge of diverse stakeholders as the basis for effective intervention. They value a strengths, empowerment, and resiliency perspective when intervening at the policy level, and with communities and organizations. They involve all stakeholders to gather data and apply critical thinking to select appropriate evidence and practice informed implementation strategies that are strengths-based and anti-oppressive. Advanced practice social workers actively engage in interprofessional multidisciplinary collaborations to identify and implement interventions. They are aware that their personal biases and prejudice and structural barriers within communities and organizations may impact interventions. They engage in self-reflective practice and work with stakeholders to reduce or eliminate these biases and barriers.*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 8.1** | | |
| Identify culturally appropriate, evidence-informed and evidence-based interventions with organizations and communities. | Identify culturally sensitive and evidence-supported organizational and/or community-based interventions. **K S**  **In your agency:**  **Remotely:** | |
| Identify and integrate asset and empowerment-based strategies to work with organizations and communities. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 8.2** | | |
| Work with communities and organizations to implement interventions to achieve goals. | Work collaboratively with clients, staff, community stakeholders and policymakers to implement asset and empowerment-based, evidence-supported organizational and/or community-based interventions. **KS**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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** |

**Competency 8 - Evaluation Tools and Comments**

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| ***Mid-Year*** | **Total Score:** | ***Final Evaluation*** | **Total Score:** |
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**Competency 9 – Evaluate practice with individuals, families, groups, organizations, and communities.**

*Advanced practice social workers understand evaluation and research methodologies used with communities and organizations, and apply that knowledge to evaluate community and practice interventions. They value evaluation and research, and promote use of evaluation and research findings with communities and organizations. They are committed to advocating for, and making evidence-informed decisions for communities and organizations based on findings. They utilize research methods, their professional experiences, and practice knowledge to work with stakeholders to evaluate interventions with communities and organizations. Advanced practice social workers work collaboratively with communities and organizations to evaluate interventions and make changes to interventions as a result of that evaluation. They also use program evaluation findings to increase access to services by vulnerable populations. They are aware that their personal biases and prejudice and structural barriers within communities and organizations may impact evaluation of data. They engage in self-reflective practice and work with stakeholders to eliminate these barriers. Advanced practice social workers also are responsive to funding sources and other stakeholders in providing timely and accurate evaluation findings.*

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| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 9.1** | | |
| Identify and use knowledge of policy, evaluation methods, and practice experiences to work with stakeholders to evaluate interventions in communities and organizations. | Analyze policies at the agency or community level for accuracy and appropriateness/relevance to comply with changes in external requirements or eligibility. **K S CAP**  **In your agency:**  **Remotely:** | |
| Identifies and analyzes processes for budget and service monitoring and evaluation. **K S CAP**  **In your agency:**  **Remotely:** | |
| Solicit feedback from clients, supervisor and interdisciplinary team members regarding efficacy of interventions and professional interactions. **K S CAP**  **In your agency:**  **Remotely:** | |
| Utilize self-reflection and supervision to effectively incorporate feedback into professional growth and development strategies **K S CAP**  **In your agency:**  **Remotely:** | |
|
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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 9.2** | | |
| Use evaluation findings to inform program and policy change. | Based on feedback from multiple sources (clients, coworkers, stakeholders, research) make recommendations to supervisor and/or other professional agency staff regarding best practice strategies. **K S CAP**  **In your agency:**  **Remotely:** | |
| Make policy suggestions to supervisor to address obstacles to best practice for agency clientele. **K S CAP**  **In your agency:**  **Remotely:** | |
| Selects appropriate evaluative questions and methods that can lead to documenting, improving or changing organizational programs, policy, and/or community performance **K S CAP**  **In your agency:**  **Remotely:** | |
| Other: | |
| Other: | |
| **Evaluation:** | **1-5 Rating Scale Mid-Year 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** |

**Competency 9 - Evaluation Totals and Comments**

|  |  |  |  |
| --- | --- | --- | --- |
| ***Mid-Year*** | **Total Score:** | ***Final Evaluation*** | **Total Score:** |
|  | |  | |

**General Evaluation Comments:**

**Student:**

|  |  |
| --- | --- |
| ***Mid-Year*** | ***Final Evaluation*** |
|  |  |

**Field Instructor:**

|  |  |
| --- | --- |
| ***Mid-Year*** | ***Final Evaluation*** |
|  |  |

**Seminar Instructor:**

|  |  |
| --- | --- |
| ***Mid-Year*** | ***Final Evaluation*** |
|  |  |

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