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

**Individuals & Families - 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 her/his/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:** Remote application is not required unless specified through consultation with field and seminar instructors. If there is a need for a remote field placement as reported by student or agency, remote field may be considered in consultation with field instructor and seminar instructor.

**Evaluation of student performance:**

Prior to the end of the fall semester assessment 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

**Competencies and Learning Contract (LC)**

**Competency 1 – Demonstrate ethical and professional behavior**

*Advanced practice social workers understand and implement appropriate ethical and professional standards of direct social work practice through the effective use of self-awareness and self-reflection. They enhance ethical decision making practices through supervision and consultation while balancing autonomy and independence. They recognize the impact of their own personal biases and worldview and the implication to their professional practice. Advanced practice social workers practice with integrity and competence and value self-determination and the importance of the therapeutic relationship. They participate in reflection and self-regulation to maintain professionalism in complex interpersonal contexts. Advanced practice social workers fully engage in inter-professional practice understanding and appreciating the value of diverse professional expertise.*

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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). | 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. **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 with clients, agency staff, community partners, and field faculty. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Develop and utilize effective professional written, verbal, and nonverbal communication, including documentation. **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 1.3** | | |
| Establish and maintain clear professional boundaries. | Use appropriate use of self-disclosure with client systems, agency staff, and community partners. **V S CAP**  **In your agency:**  **Remotely:** | |
| Model professional boundaries with client systems, agency staff, community partners, and field faculty. **V S CAP**  **In your agency:**  **Remotely:** | |
| Identify and discuss experienced, observed, and potential boundary violations regularly in supervision. **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** |

**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 understand the historic and current social structures that influence systems of power and oppression and the theoretical foundations that inform the social work response to these systems. Diversity in society is recognized as a strength and is understood to be the intersection of all aspects of personal identity 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. Advanced practice social workers respect the intrinsic value and worth of all people and recognize all clients as experts on their own experiences. They recognize that difference can be viewed by members of society as a detriment, leading to experiences of discrimination and the oppression of vulnerable populations. The social work response to structural oppression includes direct service provision to affected populations as well as active engagement in advocacy practices to challenge oppressive systems.*

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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 life experiences. | Identify applicable theoretical frameworks to assist in understanding the unique perspectives and lived experience of clients based on aspects of diversity. **K S CAP**  **In your agency:**  **Remotely:** | |
| Apply theories of diversity to individual client situations to incorporate mezzo- and macro-level perspectives to micro-level interventions. **K S CAP**  **In your agency:**  **Remotely:** | |
| Collaborate with client to select intervention based on empirical evidence as well the client’s situation and values. **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 2.2** | | |
| Demonstrate reverence for cultural differences and humility in learning about identities different from their own. | Participate in available trainings to expand knowledge of cultural diversity. **K S**  **In your agency:**  **Remotely:** | |
| Seek opportunities to interact with and learn from people who demonstrate cultural differences from oneself. **V S CAP**  **In your agency:**  **Remotely:** | |
| Practice humility by engaging with others as the experts on their own culture and listening to their stories of lived experience. **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 2.3** | | |
| Engage in continual self-reflection to recognize and challenge implicit and explicit biases, and vocally advocate for other to do the same | Acknowledge and challenge personal thoughts and actions based in implicit and explicit bias. **V S CAP**  **In your agency:**  **Remotely:** | |
| Discuss personal biases with Field Instructor to deconstruct implicit and explicit biases and reconstruct views based on a framework of cultural humility. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Challenge injustice by advocating for others to analyze personal and systemic biases. **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 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 approach the various aspects of their work from the fundamental perspective that all humans have basic rights and that injustice exists in the application of human rights. Advanced practice social workers apply knowledge of social, economic, and environmental justice to advocate for human rights for individuals, families, and groups. They also engage in advocacy practice in collaboration with and on behalf of marginalized and oppressed communities. Advanced practice social workers recognize and work to dismantle the structural barriers that exist in society that disproportionately affect and thereby serve to oppress vulnerable populations. They apply critical thinking to assess the degree to which marginalized and oppressed groups have access to basic human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Knowledge of trends in social institutions, social movements, and theories of social inequality are employed to identify and intervene to reduce the impact of human rights injustices.*

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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** | | |
| Actively seek information on issues of social, economic, and environmental justice to inform advanced practice. | Regularly review multiple sources of reliable information to maintain current knowledge on issues of social, economic, and environmental justice. **K S CAP**  **In your agency:**  **Remotely:** | |
| Integrate knowledge to inform practice decisions including assessment and intervention. **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 at individual and systems levels. | Seek information about existing committee/community efforts to promote social, economic, and/or environmental justice. **K S V**  **In your agency:**  **Remotely:** | |
| Participate in a committee/community meeting convened to advocate for social, economic, and/or environmental justice. **S V CAP**  **In your agency:**  **Remotely:** | |
| Share information about advocacy efforts with agency colleagues, clients, stakeholders, and other community members. **S V** | |
| 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 utilize multiple sources of knowledge when making practice decisions, including research evidence, practice wisdom, client input, and contextual factors. They are knowledgeable about the research relevant to their field of practice and the clients they work with. They also understand the importance of building the research evidence base for other practitioners and know how to communicate research findings to a wide range of audiences. This is done in a way that enhances the collaborative, transparent, and client-centered focus of direct practice social work. They pay special attention to the needs of marginalized groups and regional context when applying research evidence and when developing new research efforts.*

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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 | Discuss research questions as they emerge from interactions with client systems. **K S CAP**  **In your agency:**  **Remotely:** | |
| Propose an agency or community research process that takes into account the needs of marginalized groups and regional context. **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 4.2** | | |
| Utilize multiple sources of knowledge, e.g. empirical/research evidence, practice wisdom, client input, and/or contextual factors, when making practice decisions with individuals, families, and groups. | Investigate regional and local needs and cultural context of client systems served by the agency. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Identify evidence based interventions that most effectively meet the needs of client systems **S CAP**  **In your agency:**  **Remotely:** | |
| Students will critically evaluate and apply multiple sources of information when making practice decisions. **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** |

**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 identify, understand, and assess social and economic policies at the local, state, and federal level. They recognize that societal values influence the formation and application of policy, and policy in turn, creates avenues for social and economic justice. Advanced practice social workers analyze how policy decisions affect the delivery of services and specifically the accessibility of services required for the well-being of individuals, families, and groups. They apply critical thinking to analyze, create, and advocate for policies that advance human rights and social, economic, and environmental justice. They are also attentive to the consequences, intended and unintended, of social and economic policies on vulnerable populations.*

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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** | | |
| Demonstrate understanding of how policy manifests itself in the lives of clients. | Interview clients, staff, and/or administrators in order to understand the impact of public policy on clients. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Participate in agency staff, task force, and/or board meetings **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** | | |
| Integrate existing and emerging knowledge of relevant local, state, and federal policies in working with individuals, families, and groups. | Research and describe existing and emerging local, state, and federal laws and policies impacting clients served by the agency **K S CAP**  **In your agency:**  **Remotely:** | |
| Identify agency processes involved in policy development and policy change  **K S CAP**  **In your agency:**  **Remotely:** | |
| Develop and present recommendations to supervisor regarding agency policies and procedures to improve services for clients  **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 5.3** | | |
| Advocate for community, policy, and social change with and in support of individuals, groups, and families. | Assist clients in understanding and navigating agency and community barriers that derive from existing policy. **V S**  **In your agency:**  **Remotely:** | |
| Advocate with or on behalf of clients in agency staff, task force, and/or board meetings. **V S CAP**  **In your agency:**  **Remotely:** | |
| Advocate with or on behalf of clients by attending issue or population specific trainings and/or events **K V 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 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.**

*With an overarching commitment to social justice and recognizing that effective professional engagement provides a foundation for collaborative working relationships, advanced practice social workers seek to engage with all people in a respectful and empathic manner. They value the dignity and worth of all people, the importance of human relationships, and the client’s right to self-determination. They practice those values by seeking to establish mutual respect and trust and by bringing cultural competence, humility, and their knowledge of human behavior to each relationship. Advanced practice social workers have excellent interpersonal and communication skills to effectively engage with diverse client populations. They practice self-reflection regarding their roles in facilitating or inhibiting engagement and seek to continually improve these skills.*

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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** | | |
| Engage with diverse clients and others in a professional, respectful, and empathic manner, taking into account their level of development and cultural context. | Express care, concern, authenticity, and genuineness with client systems. **S CAP**  **In your agency:**  **Remotely:** | |
| Establish respectful and trusting working relationships with client systems that take into account level of development and cultural context. **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 6.2** | | |
| Use effective interpersonal, communication, and interviewing skills to develop collaborative working relationships with individuals, families, and groups. | Demonstrate effective communication skills such as paraphrasing, reflective listening and reframing with diverse client systems. **K S**  **In your agency:**  **Remotely:** | |
| Effectively and thoughtfully use interviewing skills such as confrontation, self-disclosure, and interpretation to improve rapport and collaboration. **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 6.3** | | |
| Demonstrate the ability to reflect on one’s role in facilitating or inhibiting engagement and to implement a plan to improve these skills. | Maintain appropriate professional boundaries with clients and agency staff. **K S CAP**  **In your agency:**  **Remotely:** | |
| Use awareness of personal strengths, limitations, and challenges to plan for continued improvement of engagement skills. **K V 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:** | ***End-of-Year*** | **Total Score:** |
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**Competency 7 – Assess individuals, families, groups, organizations, and communities.**

*Advanced practice social workers conduct comprehensive and ongoing assessment of client functioning, strengths, biological and mental health processes, group functioning, and interpersonal dynamics as the basis for effective interventions with diverse individuals, families, and groups. They are familiar with various multidimensional bio-psycho-social-spiritual assessment tools, their purposes, administration, interpretation, and limitations. They understand theories regarding human interaction, healthy functioning, and the process of change and integrate these into their assessment of client readiness for change. They are proficient in the use of current DSM/ICD criteria to determine a differential diagnosis when appropriate and understand the ethical, legal, cultural, health, and other implications to clients of the assignment of diagnoses. Advanced practice social workers employ multiple sources of information and collaborate with clients and others as appropriate to conduct ongoing assessment and develop interventions that will produce the best possible outcomes for clients.*

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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** | | |
| Conduct ongoing and comprehensive assessment using appropriate assessment methods and assessment tools as a basis for effective intervention. | Consistently conduct ongoing comprehensive assessments of individuals, families, and/or groups.  **K V S CAP**  **In your agency:**  **Remotely:** | |
| Use appropriate and relevant assessment methods and tools for each client, family, or group. **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 7.2** | | |
| Understand diagnoses in the context of comprehensive bio-psycho-social-spiritual assessment and examine implications for clients. | If appropriate for agency, demonstrate ability to conduct and provide rationale for DSM/ICD diagnoses. **K S**  **In your agency:**  **Remotely:** | |
| Articulate understanding of DSM/ICD diagnoses in the context of bio-psycho-social-spiritual assessment and their implications to clients, families, and groups. **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** |

**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 that effective intervention is based on ongoing comprehensive assessment. They have an overarching commitment to social justice and respect the uniqueness of each individual and the client’s right to self-determination. They have a broad, continually developing knowledge base of multilevel intervention theories and skills, modalities, and resources. They are able to critically determine the selection and application of theory and interventions, taking into account the empirical evidence and client’s context, the client’s readiness for change, the potential challenges and unintended consequences, and implications for the client and their system.*

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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** | | |
| Utilize comprehensive ongoing assessment as the basis for determining effective interventions. | Utilize ongoing strengths-based assessment strategies to continuously adjust and implement effective intervention plans. **K V S CAP**  **In your agency:**  **Remotely:** | |
| Demonstrate how assessment informs intervention through regular discussion with supervisor and/or other interdisciplinary team members. **K S CAP**  **In your agency:**  **Remotely:** | |
| Provide feedback to supervisor addressing strengths and gaps of agency assessment tools. **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** | | |
| Collaborate with the client to develop clear and reasonable goals. | Develop collaborative relationship with clients to enhance self-efficacy and self-determination. **S**  **In your agency:**  **Remotely:** | |
| Apply social work strategies to develop client-centered SMART goals. **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 8.3** | | |
| Select, apply, and facilitate appropriate interventions across levels (individual, family, group, organizations, and communities) as needed, in a strategic and collaborative manner. | Initiate an evidence-based approach to select, apply and facilitate appropriate interventions. **K S CAP**  **In your agency:**  **Remotely:** | |
| Demonstrate collaborative skills to intervene effectively in an inter-professional setting to clients, families, groups, organizations, and communities. **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 8 - Evaluation Tools and Comments**

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

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

*Advanced practice social workers critically analyze, monitor, and evaluate the quality and efficacy of direct practice using evidence based methods and evaluation tools. They contribute to the theoretical knowledge base of the social work profession through practice-based and community-engaged research. They use evaluation of the process and outcomes to develop best practice interventions for a range of bio-psycho-social-spiritual conditions. Evaluation of client outcomes should take agency and local context, client goals, and practitioner experience into account to maintain an unbiased and primary focus on the wellbeing of individuals, families, and groups.*

|  |  |  |
| --- | --- | --- |
| **Observable Behaviors:** | **Identify how each activity will be completed in your agency.**  **Add additional activities in the “other” box.**  **LC Activities:** | |
| **Behavior 9.1** | | |
| Evaluate practice and modify interventions to maximize the wellbeing of individuals, families, and groups. | Solicit feedback from clients, supervisor and interdisciplinary team members regarding efficacy of interventions and professional interactions. **CAP**  **In your agency:**  **Remotely:** | |
| Utilize self-reflection and supervision to effectively incorporate feedback into professional growth and development strategies. **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 9.2** | | |
| Use results from practice evaluation to inform program and policy recommendations | Based on feedback from multiple sources (clients, coworkers, research) make recommendations to supervisor and/or other professional agency staff regarding best practice strategies. **K S**  **In your agency:**  **Remotely:** | |
| Make policy suggestions to supervisor to address obstacles to best practice for agency clientele.  **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 9 - Evaluation Totals and Comments**

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

**Student:**

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

**Field Instructor:**

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

**Seminar Instructor:**

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| --- | --- |
| ***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.