

# SW 5040 – FOUNDATION PRACTICUM LEARNING PLAN & EVALUATION FORM

Intern's Name	Academic Year	
Agency	Unit	
Faculty Liaison	Phone & Email	
Field Instructor	Phone & Email	
Task Supervisor	Phone & Email	
Practicum Schedule	Day & Time of Supervision	

The learning plan/evaluation form provides the practicum learning objectives/competencies, identifies required practice behaviors, identifies suggested learning activities to address each practice skill/competency, and provides a place for rating the intern's mid and final practicum performance. This form serves as the guiding document for the entire length of the field placement. The intern is expected to carry out the learning assignments in order to gain practice experience, meet the educational objectives, and develop the competencies contained in the plan. Any significant modifications of the initial plan must be reviewed and approved by the Faculty Liaison before implementation.

Intern Signature	Date	Field Liaison Signature	Date
Field Instructor Signature	Date	Task Supervisor Signature	Date
••••••••••••••••••••••••••••••••••••••			

## Stateside Students:

Title IV-E Child Welfare Stipend Recipients, additional competencies are part of the learning plan. Foundation

https://www.csustan.edu/sites/default/files/Social\_Work/documents/foundationcompetencieschildwelfare.pdf

**CalSWEC Mental Health Stipend Recipients**, additional competencies are part of the learning plan. <u>http://calswec.berkeley.edu/files/uploads/docx/Mental%2520Health/02\_mh\_comps\_formatted\_final.pdf</u>

## Evaluations must be completed using the Practice Behavior Competency Scoring rubric on page 8.

- Pages 9 and 10 are signature pages for the mid-year & final practicum evaluations.
- At the mid-year evaluation, the Faculty Liaison is responsible for submitting page 9 of the Learning Plan to the MSW Field Education Office.
- At the final evaluation completion of the practicum the Faculty Liaison is responsible for submitting page 10 to the MSW Field Education Office.
- The completed learning plan document/PDF with student ratings along with the record of practicum hours log will be submitted through Canvas (scanned documents can be accepted).

# Constructing the learning plan: A Collaborative Approach

Developing the learning plan is a collaborative effort, an effort that requires a mutual inquiry regarding the intern's current level of knowledge, skills and experience. The Field Instructor and intern should initially review what the intern brings to the placement and what the agency can provide in the way of relevant and appropriate learning assignments. All activities and assignments should have a direct relationship to the learning objectives. The practicum is educationally focused and activities should reflect this focus. Once developed, the Faculty Liaison reviews the completed learning plan to ensure that learning objectives will be addressed and that the supervision structure will support this effort.

# Developing as a social work professional:

The following skills are required of all professional social workers, and are "used to maintain a positive work environment that is efficient, effective, enhances interpersonal relations in teamwork, as well as the ability to work independently." These skills form the foundation of professional social work practice. Successful completion of the following items is required of all students in Field Practicum.

	MI	NG	FINAL RATING									
	RA	TIN	g of	OIT	NS	RA	TIN	G O	PTIC	)NS		
	1	2	3	4	5	1	2	3	4	5		
	Select one numeric value (rating) for the											
	Mid-year and Final Evaluation											
<b>INTERPERSONAL SKILLS</b> : Establishes professional working	1	2	3	4	5	1	2	3	4	5		
relationships with agency staff, peers and consumers/clients;												
develops communication style conducive to clear and congruent												
worker-client relationship.	<u> </u>											
<b>INITIATIVE:</b> Demonstrates an appropriate level of assertiveness in	1	2	3	4	5	1	2	3	4	5		
seeking and carryingout assignments.												
<b>INTEGRITY:</b> Actions are consistent with the NASW Code of Ethics;	1	2	3	4	5	1	2	3	4	5		
refrains from behaviors that reflect negatively on self and profession.												
DEPENDABILITY AND RELIABILITY: Carries out responsibilities in a	1	2	3	4	5	1	2	3	4	5		
dependable and professional manner; effectively plans and												
organizes work responsibilities by completing assignments on time.												
PROFESSIONALISM: Personal appearance & dress standards are	1	2	3	4	5	1	2	3	4	5		
consistent with agency standards; follows agency work schedule.												
WILLINGNESS TO LEARN: Attends and participates in supervision	1	2	3	4	5	1	2	3	4	5		
and seminar; engages in critical analysis of one's performance.												

## Successful completion of the following items is required for all students in the Field Practicum.

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

Foundation Practice Behaviors – REQUIRED	MID-YEAR RATING Select Rating					FINAL RATING Select Rating							
<ul> <li>make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision- making, ethical</li> </ul>			3	4	5	1	2	3	4	5			
conduct of research, and additional codes of ethics as appropriate to context.													
<ul> <li>use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</li> </ul>	1	2	3	4	5	1	2	3	4	5			
<ul> <li>demonstrate professional demeanor in behavior, appearance, and oral,</li> </ul>	1	2	3	4	5	1	2	3	4	5			
written, and electronic communication.													
<ul> <li>use technology ethically and appropriately to facilitate practice</li> </ul>	1	2	3	4	5	1	2	3	4	5			
outcomes.													
<ul> <li>use supervision and consultation to guide professional judgment and</li> </ul>	1	2	3	4	5	1	2	3	4	5			
behavior.													
Specific Activities:													

#### Comments:

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

Foundation Practice Behaviors – REQUIRED	MID-YEAR RATIN					F	INA	L RA	TING	3
<ul> <li>apply and communicate understanding of the importance of diversity and</li> </ul>	1	2	3	4	5	1	2	3	4	5
difference in shaping life experiences in practice.										
<ul> <li>present themselves as learners and engage clients and constituencies as</li> </ul>	1	2	3	4	5	1	2	3	4	5
experts of their own experiences.										
<ul> <li>apply self-awareness and self-regulation to manage the influence of personal</li> </ul>	1	2	3	4	5	1	2	3	4	5
biases and values in working with diverse clients and constituencies.										
Specific Activities:										

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

Foundation Practice Behaviors - REQUIRED	MID-YEAR RATING					FINAL RATING						
<ul> <li>apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.</li> </ul>	1	2	3	4	5	1	2	3	4	5		
<ul> <li>engage in practices that advance social, economic, and environmental justice.</li> </ul>	1	2 □	3	4	5	1	2	3 □	4	5		
									-			

#### Specific Activities:

Comments:

## **Competency 4: Engage in Practice-informed Research and Research-informed Practice**

Foundation Practice Behaviors - REQUIRED	MID-YEAR RATING			NG	FINAL RATING					
<ul> <li>use practice experience and theory to inform scientific inquiry and</li> </ul>	1	2	3	4	5	1	2	3	4	5
research.										
<ul> <li>apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.</li> </ul>	1	2	3	4	5	1	2	3	4	5
<ul> <li>use and translate research evidence to inform and improve practice, policy,</li> </ul>	1	2	3	4	5	1	2	3	4	5
and service delivery.										
Specific Activities:										

# **Competency 5: Engage in Policy Practice**

Foundation Practice Behaviors - REQUIRED	MID-YEAR RA					F	INA	3		
<ul> <li>Identify social policy at the local, state, and federal level that impacts well-</li> </ul>	1	2	3	4	5	1	2	3	4	5
being, service delivery, and access to social services.										
<ul> <li>assess how social welfare and economic policies impact the delivery of and</li> </ul>	1	2	3	4	5	1	2	3	4	5
access to social services.										
<ul> <li>apply critical thinking to analyze, formulate, and advocate for policies that</li> <li>advance human rights and social ocenomic, and environmental justice</li> </ul>			3	4	5	1	2	3	4	5
advance human rights and social, economic, and environmental justice.										
Comments: Competency 6: Engage with Individuals, Families, Groups,	Org	ani	zati	ons	. an	d Ca	omr	nur	nitie	

Foundation Practice Behaviors - REQUIRED	Μ	ID-Y	EAR	RATI	FINAL RATING					
<ul> <li>apply knowledge of human behavior and the social environment, person-</li> </ul>	1	2	3	4	5	1	2	3	4	5
in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.										
<ul> <li>use empathy, reflection, and interpersonal skills to effectively engage diverse</li> </ul>	1	2	3	4	5	1	2	3	4	5
clients and constituencies.										

## Specific Activities:

Comments:			

# Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Foundation Practice Behaviors - REQUIRED	MID-YEAR RATING					FINAL RATING						
<ul> <li>collect and organize data, and apply critical thinking to interpret</li> </ul>	1	2	3	4	5	1	2	3	4	5		
information from clients and constituencies.												
<ul> <li>apply knowledge of human behavior and the social environment, person-in-</li> </ul>	1	2	3	4	5	1	2	3	4	5		
environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.												
<ul> <li>develop mutually agreed-on intervention goals and objectives based on the</li> </ul>	1	2	3	4	5	1	2	3	4	5		
critical assessment of strengths, needs, and challenges within clients and constituencies.												
<ul> <li>select appropriate intervention strategies based on the assessment,</li> </ul>	1	2	3	4	5	1	2	3	4	5		
research knowledge, and values and preferences of clients and constituencies.												
Specific Activities:												

Comments:

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

Foundation Practice Behaviors - REQUIRED	Μ	ID-Y	EAR	RATI	NG	F	INA	l RA	TING	6
<ul> <li>critically choose and implement interventions to achieve practice goals and</li> </ul>	1	2	3	4	5	1	2	3	4	5
enhance capacities of clients and constituencies.										
<ul> <li>apply knowledge of human behavior and the social environment, person-in- any incomentation of a theorem bidirainly and the social formation for the social environment.</li> </ul>		2	3	4	5	1	2	3	4	5
environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.										
<ul> <li>use inter-professional collaboration as appropriate to achieve beneficial</li> </ul>	1	2	3	4	5	1	2	3	4	5
practice outcomes.										
<ul> <li>negotiate, mediate, and advocate with and on behalf of diverse clients and</li> </ul>	1	2	3	4	5	1	2	3	4	5
constituencies.										
<ul> <li>facilitate effective transitions and endings that advance mutually agreed-on</li> </ul>	1	2	3	4	5	1	2	3	4	5
goals.										
Specific Actions:										

Comments:

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

Foundation Practice Behaviors - REQUIRED			MID-YEAR RATING					FINAL RATING			
<ul> <li>select and use appropriate methods for evaluation of outcomes.</li> </ul>	1	2	3	4	5	1	2	3	4	5	
<ul> <li>apply knowledge of human behavior and thesocial environment, person-in- environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.</li> </ul>		2	3	4	5	1	2	3	4	5	
<ul> <li>critically analyze, monitor, and evaluate intervention and program</li> </ul>	1	2	3	4	5	1	2	3	4	5	
processes and outcomes.											
<ul> <li>apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</li> </ul>		2	3	4	5	1	2	3	4	5	
Specific Activities:											

Comments:

## Practice Behavior Competency Rubric

The following rubric is provided as a guide for scoring the level of achievement acquired in each area of competency. Rubrics are used to establish consistent criteria for grading. They are commonly provided at the start of courses so that students and instructors are clear about the standards for grading performance and achievement.

In *Practice Behavior Competency Rubric* levels of performance are described for the mid-year evaluation and the final evaluation. Built into each rubric category is an increase in practice behavior competency between the mid-year and final evaluations. For instance, interns "meeting expectations" (**3**) at mid-year are expected *to understand the practice behavior and offer evidence of appropriate use*. By the final evaluation, interns "meeting expectations" should (**3**) *demonstrate proficiency and implement the practice behavior consistently*.

# It is expected that most students will score a 3 (Meets Expectations) for most competencies on both the mid-year and final evaluation.

Score	1	2	3	4	5	
Description	Significantly below	Below	Meets	Exceeds	Significantly	
	expectations	expectations	expectations	expectations	exceeds	
					expectations	
Mid-year Evaluation	Demonstrates little understanding of the practice behavior or its implementation. Does not increase knowledge and skill despite supervision and support.	Beginning development of competency in the practice behavior. Relies heavily on supervision and support. More practice experience is required.	Understands the practice behavior and offers evidence of appropriate use. Predominantly functions with supervision and support.	Demonstrates effective use of the practice behavior most of the time with supervision and support.	Consistent, appropriate, autonomous use of the practice behavior in moderately difficult situations usually encountered in practice. Uses supervision collaboratively.	
Final Evaluation	Demonstrates little understanding of the practice behavior or its implementation. Does not increase knowledge and skill despite supervision and support.	Understands the practice behavior but shows little ability to implement in practice. Continues to use supervision for direction. More practice experience is required before progressing to advanced field.	Demonstrates proficiency and implements the practice behavior consistently. Begins to function autonomously and uses supervision for collaboration.	Consistently demonstrates the practice behavior in moderately difficult situations with supervision and support. Exceeds basic standards for competency on a consistent basis.	Consistent, appropriate, autonomous use of the practice behavior in complex situations. Uses supervision collaboratively & for consultation.	

Scores below a (3) require a brief explanation.

Stateside Program: Fall Semester Hybrid Program: Session 1

Found <u>SW</u>				
Faculty Liaison's assigned grade:	□Credit	□No	Credit	□RD (Report Delayed)
Faculty Liaison's Signature	Date			
Field Instructor's recommendation:	□Credit	□No	Credit	□RD (Report Delayed) *Attach approved plan for completion
Field Instructor's Signature	Date			
Task Supervisor's recommendation:	□Credit	□No	Credit	
Task Supervisor's Signature	Date			
Student: I have had an opportunity to review my ex (check one)	e providing a v	vritten res	sponse.	tor and d Instructor, Faculty Liaison,
Intern's Signature	Date			
Comments:				

 $\hfill\square$  Check here if additional documents are attached

Stateside Program: Spring Semester Hybrid Program: Session 2

Fou <u>SW</u>	.,		
Faculty Liaison's assigned grade:	□Credit	□No Credit	□RD (Report Delayed)
Faculty Liaison's Signature	Date		
Field Instructor's recommendation:	□Credit	□No Credit	□RD (Report Delayed) *Attach approved plan for completion
Field Instructor's Signature	Date		
Task Supervisor's recommendation:	□Credit	□No Credit	
Task Supervisor's Signature	Date		
<b>Student:</b> I have had an opportunity to review my	evaluation w	ith my field instruc	tor and
(check one) □I agree □I disagre			
Please check if you are Copies of the written res and Field Coordinator.			d Instructor, Faculty Liaison,
Intern's Signature	Date		
Comments:			

 $\hfill\square$  Check here if additional documents are attached