APPENDIX G

BSW LEARNING PLAN/EVALUATION

SOUTHERN ARKANSAS UNIVERSITY SOCIAL WORK PROGRAM

Student’s Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Primary Field Instructor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Agency\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Secondary Field Instructor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Field Education Director\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Field Liaison \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Phone\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Email\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

INSTRUCTIONS:

The student completes the top of this document.

The student and the field instructor then agree on one or more agency or placement specific activities or projects/tasks the student will complete that will demonstrate their competency for each practice behavior. These are entered into the Activities or Objectives section of the learning plan. Please identify measurable learning objectives and specific assignments that correspond to the competency and the integrated dimensions listed.

**\*Examples have been placed in this section to act as a guide. It is expected that the student and instructor will create unique objectives that fit the abilities of the site and the student interests. \***

The student and the field instructor then print this document and sign and date in the space designated as “Learning Plan” “Midterm Evaluation” and “Final Evaluation” on the final page of this document…The student submits this to the Field Director or Field Liaison for review, approval and signature/date if no changes are needed.

At mid-term and the end of each semester, field instructors will evaluate the student’s level of competency demonstrated. Field instructors will enter their evaluation ratings for the student in the appropriate column on the far right using the numerical rating scale provided at the bottom of this page**.**

The student submits this to the Field Director/Field Liaison for review, signature and date.

All parties should keep a copy of this document each time it is changed and/or signed and dated. This document is to be submitted 3 times during the semester.

The 1st submission is the Learning Plan with activities or objectives written out and date they were added,

The 2nd submission is during the Midterm Exam week. Field Supervisors rate student performance using the scale of 1-5 using the guidelines below, and

The 3rd submission is the Final Evaluation, again using the same scale of 1-5 as done during the Midterm.

1=Insufficient Level of Competence (*Student has not met the performance expectations in this area)*

2=Below Basic Level of Competence *(Student shows inconsistencies in this area and performance is below average)*

3=Adequate Level of Competence *(Student has met the expectations for interns in this area)*

4=High Level of Competence *(Student functions above expectations for interns in this area)*

5=Very High Level of Competence *(Student excels in this area)*

\*\*\*This document is intended to be adjusted as needed then approved by the Field Director and or Field Liaison

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Competency #1: Demonstrate Ethical and Professional Behavior** | | | | | | |
| **Practice Behaviors** | | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Added** | **Date Completed** | **Semester Evaluation** | |
| **Midterm** | **Final** |
| Make ethical decisions by applying the 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; | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |
| Demonstrate professional behavior; appearance; and oral, written, and electronic communication; | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |
| Use technology ethically and appropriately to facilitate practice outcomes; and | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |
| Use supervision and consultation to guide professional judgment and behavior | |  | **Knowledge; Values; C/A Processes** |  |  |  |  |

**Field Instructor’s Comments at Midterm Evaluation:**

**Field Instructor’s Comments at Final Evaluation:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Competency #2: Advance Human Rights and Justice** | | | | | | |
| **Practice Behaviors** | | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Added** | **Date Completed** | **Semester Evaluation** | |
| **Midterm** | **Final** |
| Advocate for human rights at the individual, family, group, organizational, and community system levels; | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |
| Engage in practices that advance human rights to eliminate structural barriers. | |  | **Knowledge; Skills; C/A Processes** |  |  |  |  |

**Field Instructor’s Comments at Midterm Evaluation:**

**Field Instructor’s Comments at Final Evaluation:**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Competency #3: Engage in practice promoting empowerment, belonging, and opportunity for all.** | | | | | |
| **Practice Behaviors** | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Completed** | **Semester Evaluation** | |
| **Midterm** | **Final** |
| Demonstrate values-based social work practice at the individual, family, group, organizational, community, research, and policy levels; according to the Social Work Code of Ethics. |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |
| Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias and personal values in working with clients and constituencies, acknowledging them as experts of their own lived experiences. |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |
| Recognize and address barriers that limit opportunity while fostering an environment of respect and ethical practice. |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |

**Field Instructor’s Comments at Midterm Evaluation:**

**Field Instructor’s Comments at Final Evaluation:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Competency #4: Engage in Practice-Informed Research and Research-Informed Practice** | | | | | | |
| **Practice Behaviors** | | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Added** | **Date Completed** | **Semester Evaluation** | |
| **Midterm** | **Final** |
| Apply research findings to inform and improve practice, policy, and programs; | |  | **Knowledge; Skills; C/A Processes** |  |  |  |  |
| Identify ethical, culturally informed, and empowering strategies that address partiality in quantitative and qualitative research methods to advance the purposes of social work. | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |

**Field Instructor’s Comments at Midterm Evaluation:**

**Field Instructor’s Comments at Final Evaluation:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Competency #5: Engage in Policy Practice** | | | | | | |
| **Practice Behaviors** | | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Added** | **Date Completed** | **Semester Evaluation** | |
| **Midterm** | **Final** |
| Use cultural humility and a human rights perspective to assess how social welfare policies affect the delivery of and access to social services; | |  | **Knowledge** |  |  |  |  |
| Apply critical thinking to analyze, formulate, and make informed decisions regarding policies that advance human rights and justice. | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |

**Field Instructor’s Comments at Midterm Evaluation:**

**Field Instructor’s Comments at Final Evaluation:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Competency #6: Engage with Individuals, Families, Groups, Organizations, and Communities.** | | | | | | |
| **Practice Behaviors** | | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Added** | **Date Completed** | **Semester Evaluation** | |
| **Midterm** | **Final** |
| Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies; | |  | **Knowledge; Skills; C/A Processes** |  |  |  |  |
| Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies. | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |

**Field Instructor’s Comments at Midterm Evaluation:**

**Field Instructor’s Comments at Final Evaluation:**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities.** | | | | | | |
| **Practice Behaviors** | | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Added** | **Date Completed** | **Semester Evaluation** | |
| **Midterm** | **Final** |
| Apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies; | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |
| Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan. | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |

Field Instructor’s Comments at Midterm Evaluation:

Field Instructor’s Comments at Final Evaluation:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Competency #8 Intervene with Individuals, Families, Groups, Organizations, and Communities** | | | | | | |
| **Practice Behaviors** | | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Added** | **Date Completed** | **Semester Evaluation** | |
|  | **Midterm** | **Final** |
| Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |
| Incorporate culturally responsive methods to negotiate, mediate, and provide support on behalf of clients and constituencies; | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |

Field Instructor’s Comments at Midterm Evaluation:

Field Instructor’s Comments at Final Evaluation:

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Competency #9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** | | | | | | |
| **Practice Behaviors** | | **Activities or Objectives:** How will you demonstrate that you are competent in each practice behavior? | **Dimension(s)** | **Date Added** | **Date Completed** | **Semester Evaluation** | |
| **Midterm** | **Final** |
| Select and use culturally responsive methods for evaluation of outcomes; | |  | **Knowledge; Values; Skills; C/A Processes** |  |  |  |  |
| Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities. | |  | **Knowledge; Skills; C/A Processes** |  |  |  |  |

Field Instructor’s Comments at Midterm Evaluation:

Field Instructor’s Comments at Final Evaluation:

|  |  |  |  |
| --- | --- | --- | --- |
| **Role** | **Learning Plan**  **Signature & Date** | **Midterm Evaluation Signature & Date** | **Final Evaluation Signature & Date** |
| **Student** |  |  |  |
| **Primary Field Instructor** |  |  |  |
| **Secondary Field Instructor** |  |  |  |
| **Field Director or Field Liaison** |  |  |  |

**Additional Comments:**

**Direct additional comments, questions, concerns to:**

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