**Department of Social Work**

**MSW Field Placement Learning Assessment Form: MCCP**

**LEARNING ASSESSMENT**

Student \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Agency \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Field Instructor \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Field Faculty \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Dates of Report \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_/\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Student’s typical weekly schedule \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

This form details ten competency areas that are utilized in social work practice and focuses on an outcomes-based assessment of student competence in each of the ten areas. There are three sections of each learning assessment graph that must be filled out:

* **Agency Task/Activity**: This column will be jointly filled out in the beginning of the field placement by the student and the field instructor who will work together to come up with “agency tasks/activities” that will demonstrate the associated “learning behaviors.”
* **Evidence**: This column will be filled out by the field instructor during the mid-term and final evaluations. At the mid-term evaluation, some squares of the evidence column can be left empty (if a student has not yet demonstrated those practice behaviors), but the entire evidence column should be filled out after final evaluation. This means that the evidence column will be a work in progress that is partially completed at mid-term and finished at final evaluation. The field instructor will use the “Evidence Key” to fill out the column with letters.
* **Evaluation**: These two columns will be filled out by the field instructor during mid-term and final evaluations. Mid-term will be filled out half way through the field placement when a student has completed 250 hours and final evaluation will be filled out at the end of the placement when the student has completed 500 hours. The field instructor will use the “Evaluation Key” to fill out the column with numbers. It is the student’s responsibility to notify the field instructor when s/he has reached 250 and 500 hours.

**Evidence Key**

1. Field instructor observation
2. Task supervisor observation
3. Field faculty observation
4. Evidence or documentation from attendance (ie. meeting agenda, workshop materials)
5. Discussion of activity in field supervision meeting
6. Field course assignment
7. Co-leader of group
8. Review and analysis of relevant research on the internet
9. Review of agency projects by the field instructor
10. Observation by co-workers in the agency setting
11. Relevant recordings

**Evaluation Key**

1. Not observed
2. Unsatisfactory: May be unsuitable for profession; areas of significant concerns
3. Basic: Needs more training; student progressing as expected
4. Proficient: Ready for practice
5. Distinguished: Clearly exceptional

**1. Identify as a professional social worker and conduct oneself accordingly**

Advanced practitioners in clinical social work recognize the importance of the therapeutic relationship, the person-in-environment and strengths perspectives, the professional use of self with clients, and adherence to ethical guidelines of professional behavior.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Advocate for client access to the services of social work |  |  |  |  |
| Practice personal reflection and self-correction to assure continual professional development |  |  |  |  |
| Attend to professional roles and boundaries |  |  |  |  |
| Demonstrate professional demeanor in behavior, appearance, and communication  |  |  |  |  |
| Engage in career-long learning  |  |  |  |  |
| Use supervision and consultation |  |  |  |  |
| Develop, manage, and maintain therapeutic relationships with clients within the person-in-environment and strengths perspectives |  |  |  |  |

**2. Apply social work ethical principles to guide professional practice.**

Advanced practitioners in clinical social work are knowledgeable about ethical issues, legal parameters, and shifting societal mores that affect the therapeutic relationship.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Recognize and manage personal values in a way that allows professional values to guide practice  |  |  |  |  |
| Make ethical decisions by applying stan-dards of the NASW Code of Ethics2 and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles |  |  |  |  |
| Tolerate ambiguity in resolving ethical conflicts |  |  |  |  |
| Apply strategies of ethical reasoning to arrive at principled decisions |  |  |  |  |
| Recognize and manage personal biases as they affect the therapeutic relationship in the service of the clients’ well-being |  |  |  |  |

**3. Apply critical thinking to inform and communicate professional judgments.**

Advanced practitioners understand and differentiate the strengths and limitations of multiple practice theories and methods, clinical processes, and technical tools, including differential diagnosis. They deconstruct theories and methods to evaluate how they relate to clients and client systems within their environmental context. They regularly question and reflect on their own assumptions and consider how these might affect practice.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom  |  |  |  |  |
| Analyze models of assessment, prevention, intervention, and evaluation |  |  |  |  |
| Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues |  |  |  |  |
| Evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them to client situations |  |  |  |  |

**4. Engage diversity and difference in practice.**

Advanced practitioners are knowledgeable about many forms of diversity and difference and how these influence the therapeutic relationship and clients’ presenting issues. Advanced practitioners are knowledgeable about the ways in which various dimensions of diversity affect (a) explanations of illness, (b) help-seeking behaviors, and (c) healing practices (Cal-SWEC, 2006). Advanced practitioners are cultural beings and understand how clinical practice choices can be culture-bound.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power |  |  |  |  |
| Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups |  |  |  |  |
| Recognize and communicate their understanding of the importance of difference in shaping life experiences  |  |  |  |  |
| View themselves as learners and engage those with whom they work as informants |  |  |  |  |
| Work effectively with diverse populations |  |  |  |  |

**5. Advance human rights and social and economic justice.**

Advanced practitioners in clinical social work understand the potentially challenging effects of economic, social, and cultural factors in the lives of clients and client systems. Advanced practitioners understand the stigma and shame associated with disorders, diagnoses, and help-seeking behaviors across diverse populations. They also understand strategies for advancing human rights and social and economic justice in domestic and global contexts.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Understand the forms and mechanisms of oppression and discrimination |  |  |  |  |
| Advocate for human rights and social and economic justice |  |  |  |  |
| Engage in practices that advance social and economic justice  |  |  |  |  |
| Use knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide treatment planning and intervention. |  |  |  |  |

**6. Engage in research-informed practice and practice-informed research.**

Advanced clinical practitioners are knowledgeable about evidence-based interventions, best practices, and the evidence-based research process.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Use practice experience to inform scientific inquiry |  |  |  |  |
| Use research evidence to inform practice |  |  |  |  |
| Use research methodology to evaluate clinical practice effectiveness and/or outcomes |  |  |  |  |

**7. Apply knowledge of human behavior and the social environment.**

Advanced practitioners understand how to synthesize and differentially apply the theories of human behavior and the social environment (biological, developmental, psychological, social, cultural, and spiritual). They are familiar with diagnostic classification systems used in the formulation of a comprehensive assessment. Advanced practitioners understand how sociocultural contexts influence definitions of psychopathology. They have a working knowledge of psychotropic medications that are typically used in the treatment of mental health disorders, including expected results and side effects.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation  |  |  |  |  |
| Critique and apply knowledge to understand person and environment |  |  |  |  |
|  Synthesize and differentially apply theories of human behavior and the social environment to guide clinical practice |  |  |  |  |

**8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services.**

Advanced practitioners in clinical social work recognize the connection between clients, practice, and both public and organizational policy. Advanced practitioners have knowledge about factors that influence the development of legislation, policies, program services, and funding at all system levels. They have knowledge of advocacy methods that contribute to effective policies that promote social and economic well-being.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Analyze, formulate, and advocate for policies that advance social well-being  |  |  |  |  |
| Collaborate with colleagues and clients for effective policy action  |  |  |  |  |
| Communicate to stakeholders the implications of policies and policy change in the lives of clients. |  |  |  |  |

**9. Respond to contexts that shape practice.**

Advanced practitioners in clinical social work are knowledgeable about how relational, organizational, and community systems may impact clients. They anticipate and react to evolving cultural, technological, geographical, political, legal, economic, and environmental contexts. They encourage clients to effect changes within these contexts.

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| **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services |  |  |  |  |
| Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services |  |  |  |  |
| Work collaboratively with others to effect systemic change that is sustainable |  |  |  |  |

**10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**

Clinical social work practice involves the dynamic, interactive, and reciprocal processes of therapeutic engagement, multidimensional assessment, clinical intervention, and practice evaluation at multiple levels. Advanced practitioner shave a theoretically informed knowledge base so as to effectively practice with individuals, families, and groups. Clinical practice knowledge includes understanding and implementing practice theories (models, metaperspectives, strategies, techniques, and approaches); evaluating treatment outcomes and practice effectiveness.

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|  | **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| **10(a) ENGAGEMENT** | Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities |  |  |  |  |
| Use empathy and other interpersonal skills |  |  |  |  |
| Develop a mutually agreed-on focus of work and desired outcomes  |  |  |  |  |
| Develop a culturally responsive therapeutic relationship |  |  |  |  |
| **10(b) ASSESSEMENT** | Collect, organize, and interpret client data |  |  |  |  |
| Assess client strengths and limitations |  |  |  |  |
| Develop mutually agreed-on intervention goals and objectives |  |  |  |  |
| Select appropriate intervention strategies |  |  |  |  |
| Use differential and multi-axial diagnoses within cultural context |  |  |  |  |
|  | **Practice Behavior** | **Agency Task/Activity** | **Evidence** | **Evaluation** |
| **Midterm** | **Final** |
| **10(c) INTERVENTION** | Initiate actions to achieve organizational goals  |  |  |  |  |
| Implement prevention interventions that enhance client capacities |  |  |  |  |
| Help clients resolve problems  |  |  |  |  |
| Negotiate, mediate, and advocate for clients |  |  |  |  |
| Facilitate transitions and endings |  |  |  |  |
| Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed |  |  |  |  |
| **10(d)EVALUATION** | Critically analyze, monitor, and evaluate interventions |  |  |  |  |
| Use clinical evaluation of the process and/or outcomes to develop best practice interventions for a range of bio-psycho-social-spiritual conditions |  |  |  |  |
| **10 (e)TERMINATION** | Reflect on the helping process and prepare for ending |  |  |  |  |
| Plan for closure with ending rituals, or review of changes made |  |  |  |  |

**Department of Social Work**

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**MID-TERM**

Comments:

I verify that the student has successfully completed 250 hours:

 \_\_\_\_\_ Yes

 \_\_\_\_\_ No

I recommend the following grade:

 \_\_\_\_\_ Pass

 \_\_\_\_\_ No Credit

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Field Instructor Signature Date

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Student Signature Date

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Field Faculty Signature Date

**FINAL**

Comments:

I verify that the student has successfully completed 500 hours:

 \_\_\_\_\_ Yes

 \_\_\_\_\_ No

I recommend the following grade:

 \_\_\_\_\_ Pass

 \_\_\_\_\_ No Credit

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Field Instructor Signature Date

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Student Signature Date

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Field Faculty Signature Date