

Department of Social Work Field Instructor Welcome and Orientation

Fall 2013



Learning Objectives

- 1) Review the universal social work requirements for field education as mandated by the Council on Social Work Education.
- 2) Prepare to use the Student Learning Agenda and Assessment Form to advance student learning and link to assessment.
- 3) Become familiar with Augsburg's unique social work program.

Learning Objectives

Objective #1

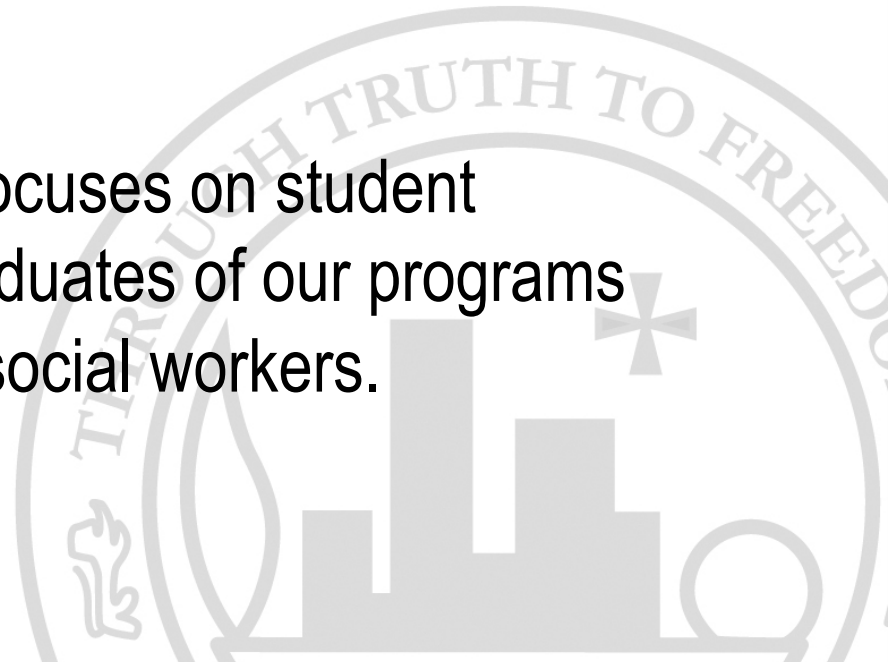
Review the universal social work requirements for field education.



Competency-Based Social Work Education

10 competencies further defined by 41'ish
practice behaviors.

Competency-based education focuses on student
outcomes...what it is that graduates of our programs
know and are able to **do** as social workers.



EPAS Competencies

1. Intern identifies as a professional social worker and conducts himself/herself accordingly.
2. Intern applies social work ethical principles to guide his or her professional practice.
3. Intern applies critical thinking to inform and communicate professional judgments.
4. Intern engages diversity and difference in practice.
5. Intern advances human rights and social and economic justice.
6. Intern engages in research-informed practice and practice-informed research.
7. Intern applies knowledge of human behavior and the social environment.
8. Intern engages in policy practice to advance social and economic well-being and to deliver effective social work services.
9. Intern responds to contexts that shape practice.
10. Intern engages, assesses, intervenes and evaluates with individuals, families, groups, organizations, and communities.

10 Core Competencies

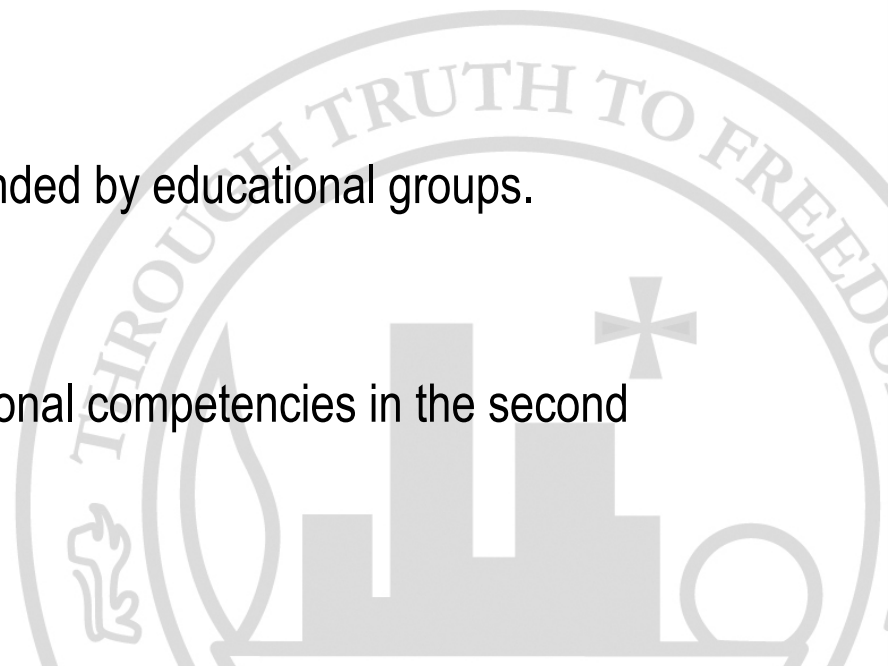
Each competency is operationalized by a set of interrelated generalist Practice Behaviors that taken together, constitute the *essence* of the identified competency (Holloway et al, 2008).

The number of Practice Behaviors associated with each competency varies and range from 2-6.

Advanced Practice Behaviors are recommended by educational groups.

<http://www.cswe.org/cms/13965.aspx>

We can add our own. Augsburg adds additional competencies in the second year of the MSW program.



EPAS Competencies

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

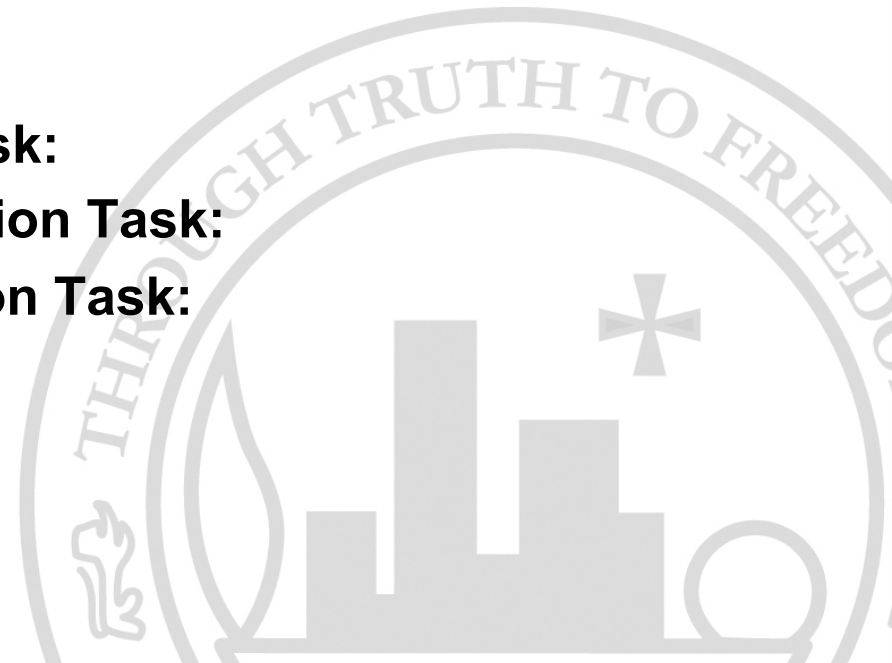
Practice Behavior: Advocate for client access to the services of social work.

BSW Junior Task:

BSW Senior/MSW Foundation Task:

Multi Cultural Clinical Concentration Task:

Multi Cultural Macro Concentration Task:

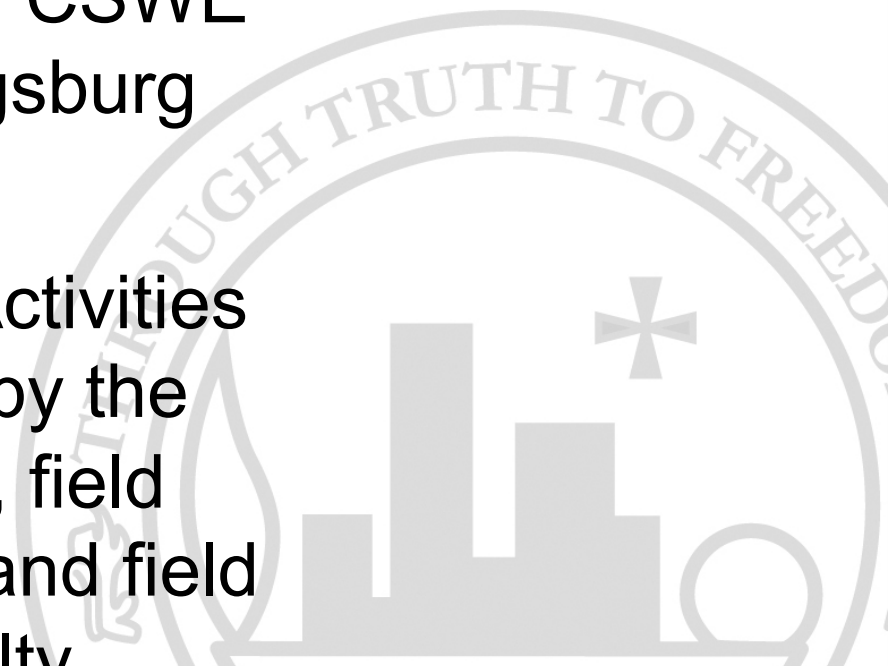


10 Core Competencies

Competency – Defined
by CSWE

Practice Behaviors
defined by CSWE
and Augsburg

Tasks and Activities
defined by the
student, field
instructor and field
faculty



Field as Signature Pedagogy

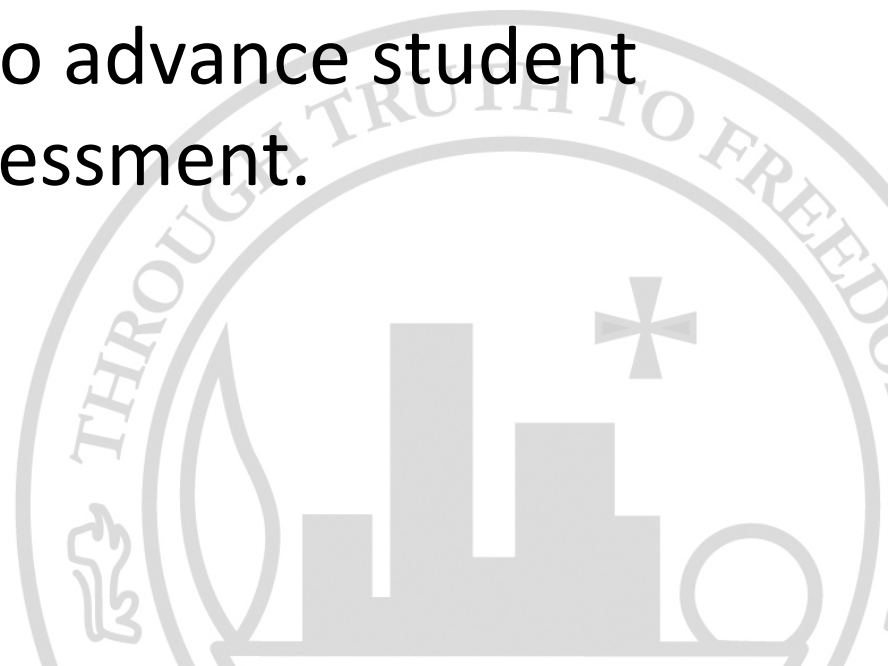
Defined as:

“...types of teaching that organize the fundamental ways in which future practitioners are educated for their new professions” (Shulman, 2005b, p. 52) and they are noted to possess distinctive features in that **they are “...pervasive, routine, and habitual” that “...make students feel deeply engaged”** (2005a, p. 22).

Field assignments encourage mastery of competencies. Student Learning Agenda and Assessment is Augsburg's tool.


Objective #2

Prepare to use the Student Learning Agenda and Assessment form to advance student learning and link to assessment.



Student Assessment & Field Program Evaluation





The learning agenda/assessment process

- Using the Student Learning Agenda and Assessment form to facilitate learning.
- Completing the midterm and final assessment of learning.
 - Reality-based ratings, formative feedback at midterm, summative feedback at final.
 - Try to minimize unobserved items, complete every rating.



The link to program evaluation

Final ratings are part of the program evaluation.

Aggregate means are computed.

Results are transferred on to a report.

Results are analyzed as part of a complete process (triangulation is used).

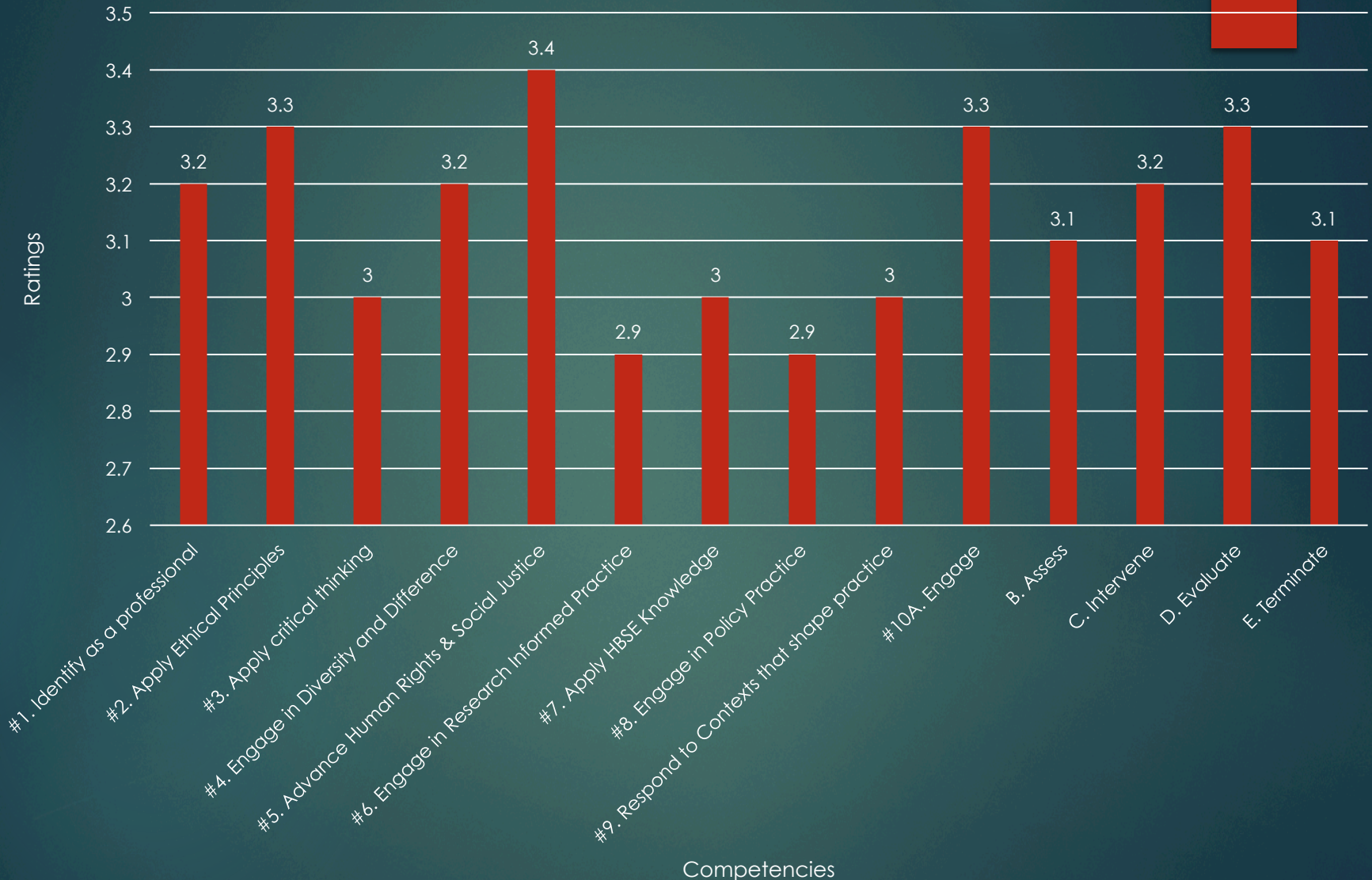
Competency #1 Identify as a professional and act accordingly.
(MSW Foundation) (Describe where these 3 scales are found and what they mean

- ▶ Self – efficacy scale (N=52) Aggregate Mean = 8.52
- ▶ 1= Low 10= High
- ▶ Field Evaluation (N= 17) Aggregate Mean – 3.45
- ▶ 0= Not Observed 1=Unsatisfactory 2=Basic 3=Proficient
- ▶ 4=Distinguished
- ▶
- ▶ BEAP (N=54) – Average section score = 68.52

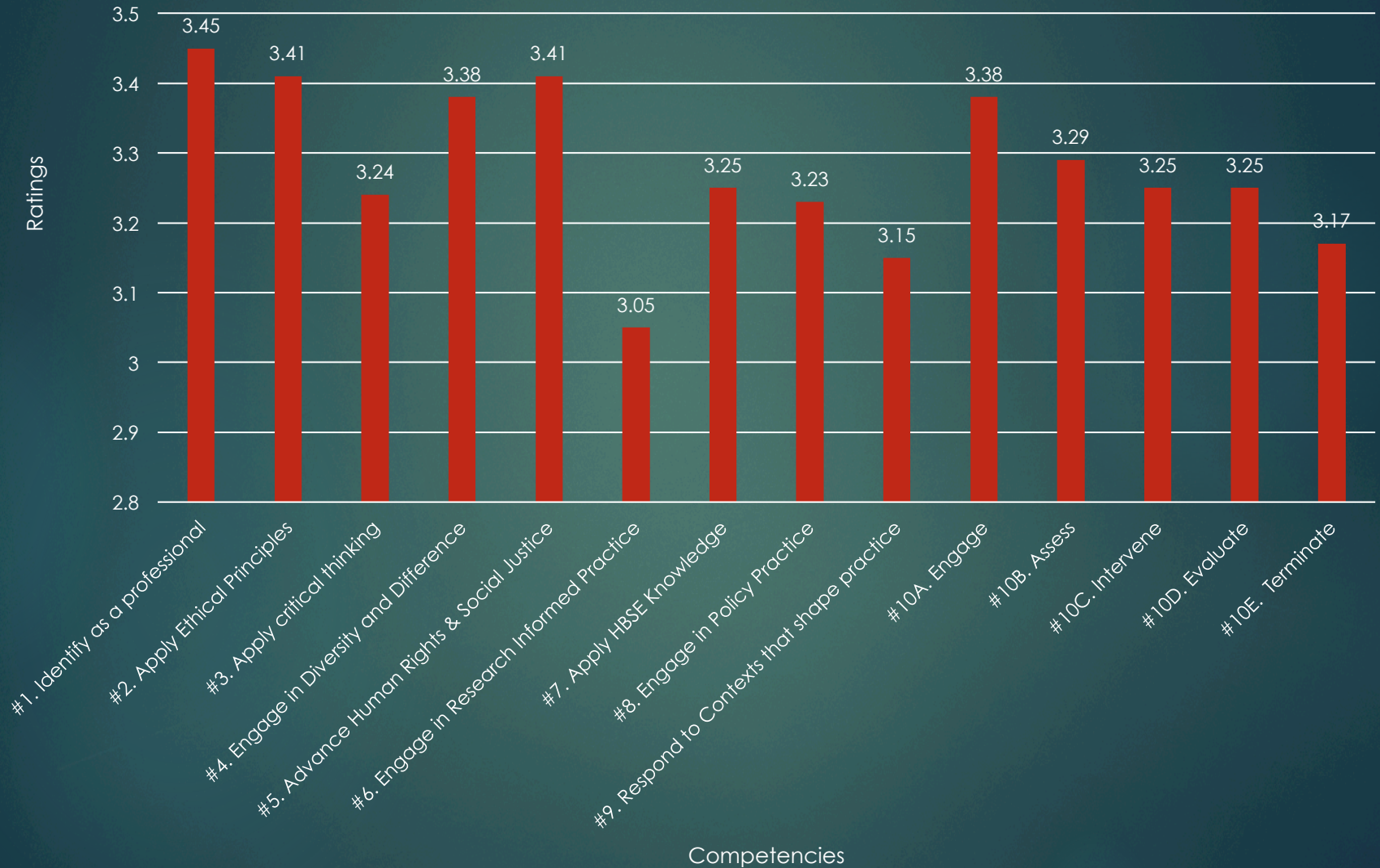
Competency #6 - Engage in research-informed practice and practice-informed research. (MSW Foundation)


- ▶ Self – efficacy scale – 7.14
- ▶ Field Evaluation – 3.05
- ▶
- ▶ BEAP (N=38) – Average section score= 61.73
- ▶

BSW Field Evaluations 2012-2013 (N=18)



MSW Foundation Field Evaluations - 2012-2013 (N=17)




- 
- ▶ Sam* completed 420 hours of internship with our agency. Overall Sam presented himself as a professional individual who was willing to work in a variety of settings with a variety of people. The quality of his work was very good.
 - ▶ I believe Sam made the most impact in people's lives through his Voter Rights presentation. This presentation was well thought out and each session was well attended by the people we serve.
 - ▶ Sam helped compile data for our annual Outcome Measurement Report which was very helpful and inspired good conversation regarding data collection and the use of statistics.
 - ▶ During his time with our agency Sam proved to be a self-motivated individual who cared about this quality of work. He often asked for my feedback and input when completing projects.
 - ▶ Thank you for the opportunity to work with Sam: it was a great experience for the staff and consumers from XXXX agency.

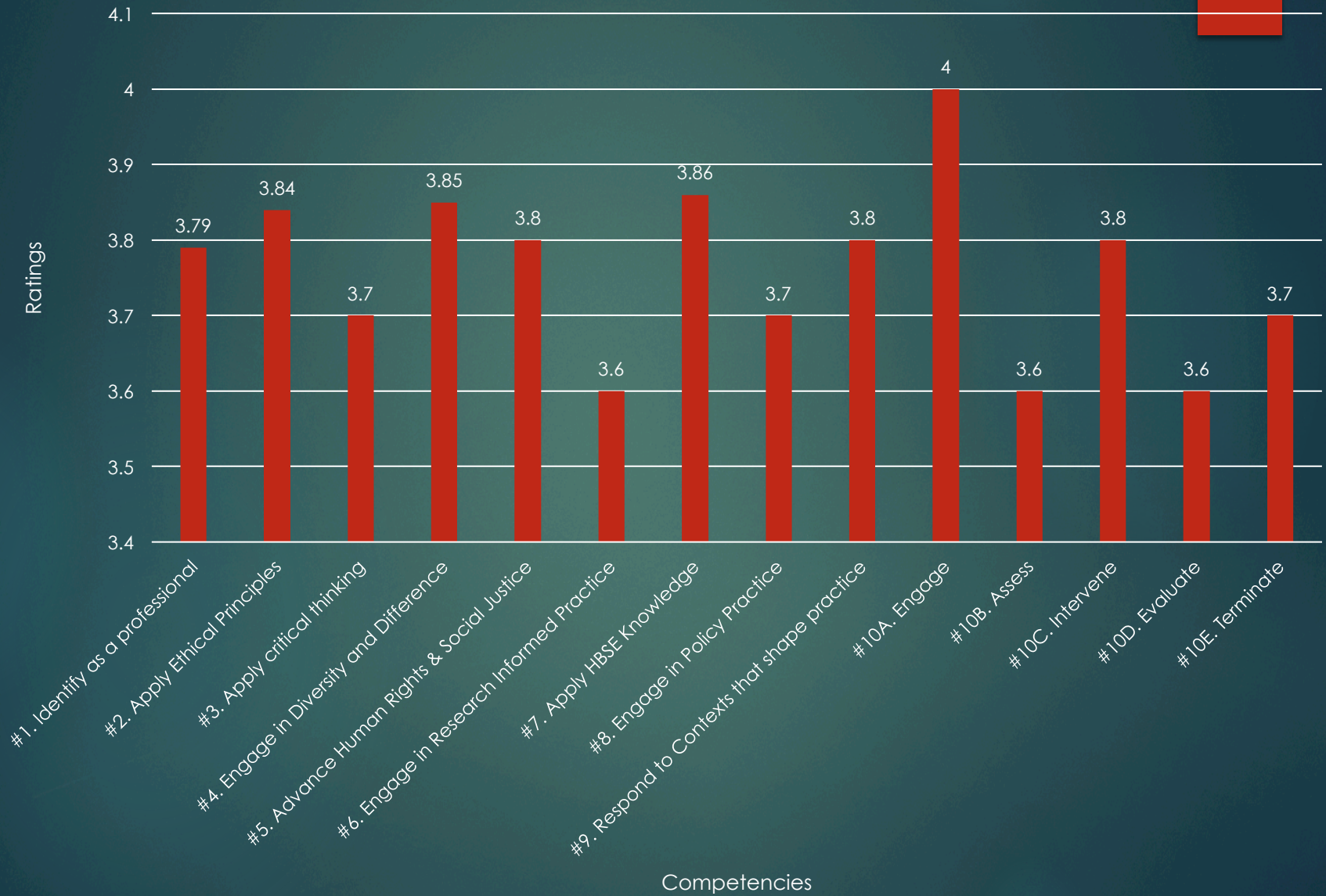
**Name changed to protect confidentiality.*

MCCCP Field Evaluations - 2012- 2013 (N=39)



- 
- ▶ Sarah* has shown perseverance in working with clients who are at the pre-contemplative stage of change. Sara is able to meet clients where they are at with respect to clients' readiness for change. Sarah has explored cultural aspects and influences that impact her work and her clients.
 - ▶ Sarah is a team player. Sarah is aware of the TCM role and care coordination tasks relating to the provision of client care. Sarah's strengths include strong ability to complete client referrals in a timely fashion ability to review historical behavioral information as it relates to client symptoms, willingness to learn new clinical interventions and perspectives when working with clients.
 - ▶ Sarah is encouraged to continue to develop her crisis assessment and intervention skills. Sarah can also benefit from ongoing feedback regarding her own persona/professional development at the workplace.
 - ▶ *TCM= Targeted Case Management*

MCMP Field Evaluations - 2012-2013 (N=3)



Objective #3

Become familiar with Augsburg's unique social work program.



Levels of Education

BSW

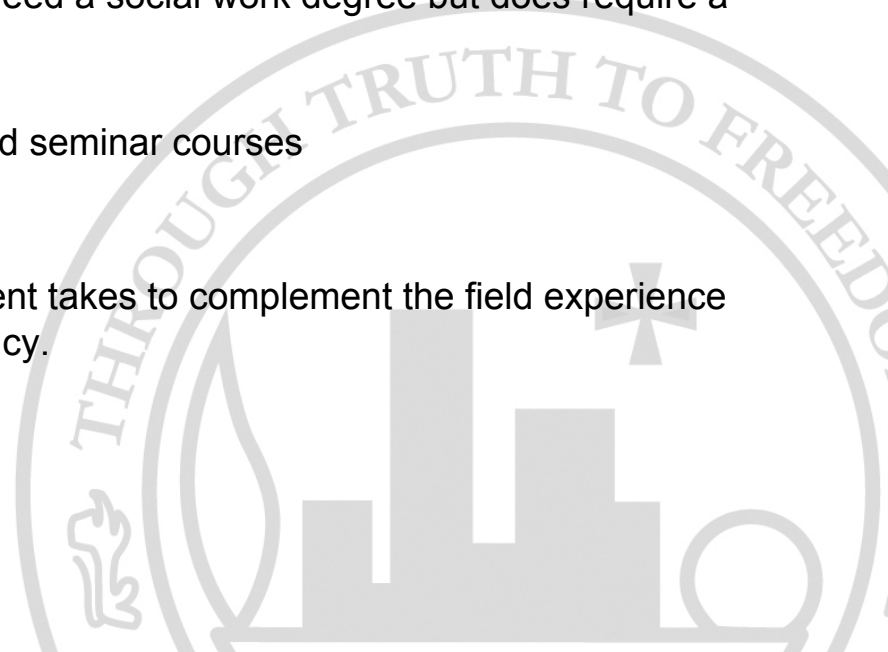
- **Junior:** Beginning individual, family, and group social work skills.
- **Senior:** Extending individual, family, and group, and adding macro practice skills.

MSW

- **Foundation:** Generalist skills in individuals, families, groups, and macro practice.
- **MCCP:** Multi-Cultural Clinical Practice, advanced social work practice skills with individuals, families, and groups.
- **MCMP:** Multi-Cultural Macro Practice, advanced social work practice skills with administration and policy.

The Lingo

- Field Instructor:** The Social Worker who provides a student with one hour of supervision per week for the duration of his/her practicum.
- Task Supervisor:** (Optional position) Staff who supervises a student for part of the required hours/month. Task supervisor does not need a social work degree but does require a degree in a related field.
- Field Faculty:** Augsburg faculty who teach the field seminar courses
- Field Seminar:** The course that a social work student takes to complement the field experience during the time at his/her field agency.



Field Hours

BSW Field

- Both junior and senior students complete 240 hours at their field agencies (120/semester)
- Approximately 8-11 hours/week
- Orientation may occur two weeks prior to the start of the fall semester

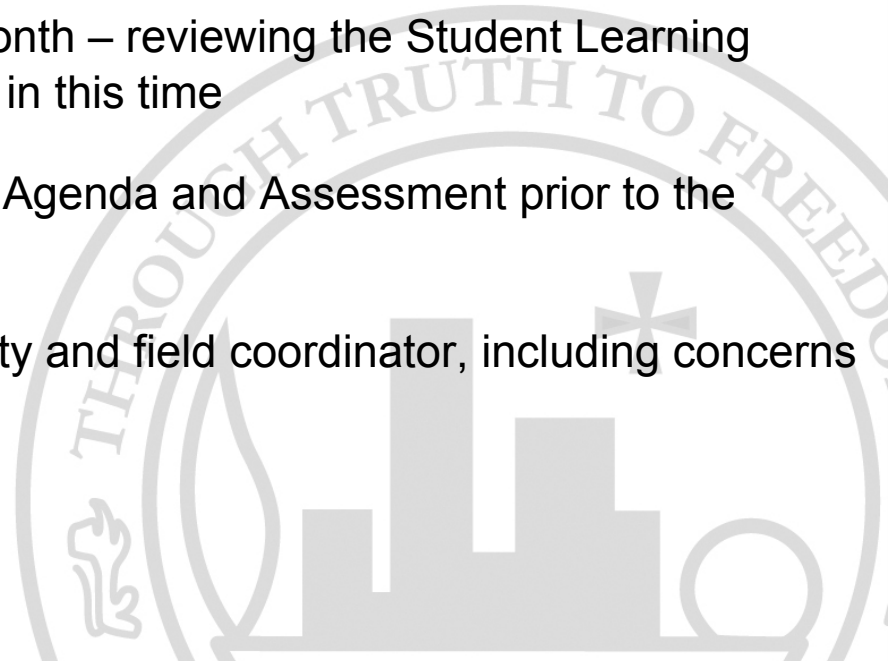
MSW Field

- Foundation/first year students complete 420 hours at their agencies
- Concentration year students (MCCP/PDPA) complete 500 hours at their agencies
- Approximately 15-20 hours/week

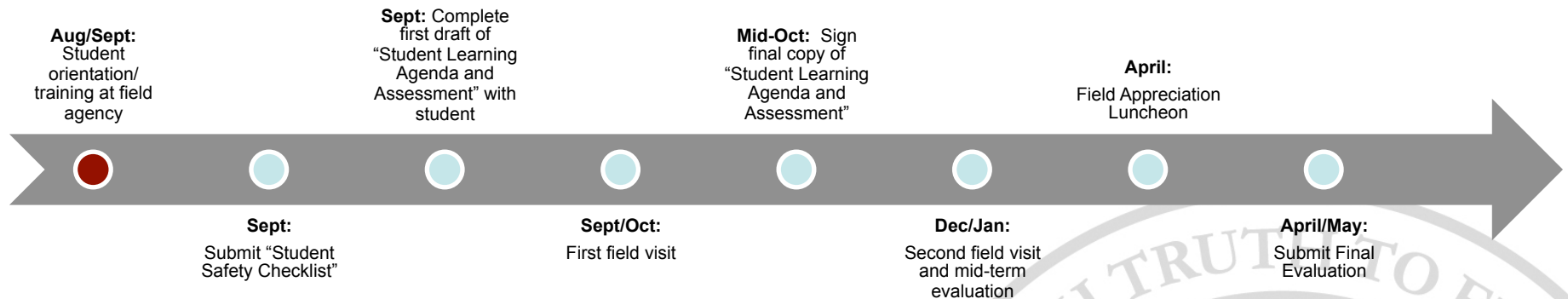


Field Instructor Educational Roles

- Orient and train as you would for new employees
- Provide student with adequate desk/office space
- Help students develop the Student Learning Agenda and Assessment prior to the first field visit
- 1 hour of direct supervision/week, 4 hours/month – reviewing the Student Learning Agenda and Assessment should be included in this time
- Evaluate student using the Student Learning Agenda and Assessment prior to the midterm and final field visits
- Maintain open communication with field faculty and field coordinator, including concerns



General Field Timeline



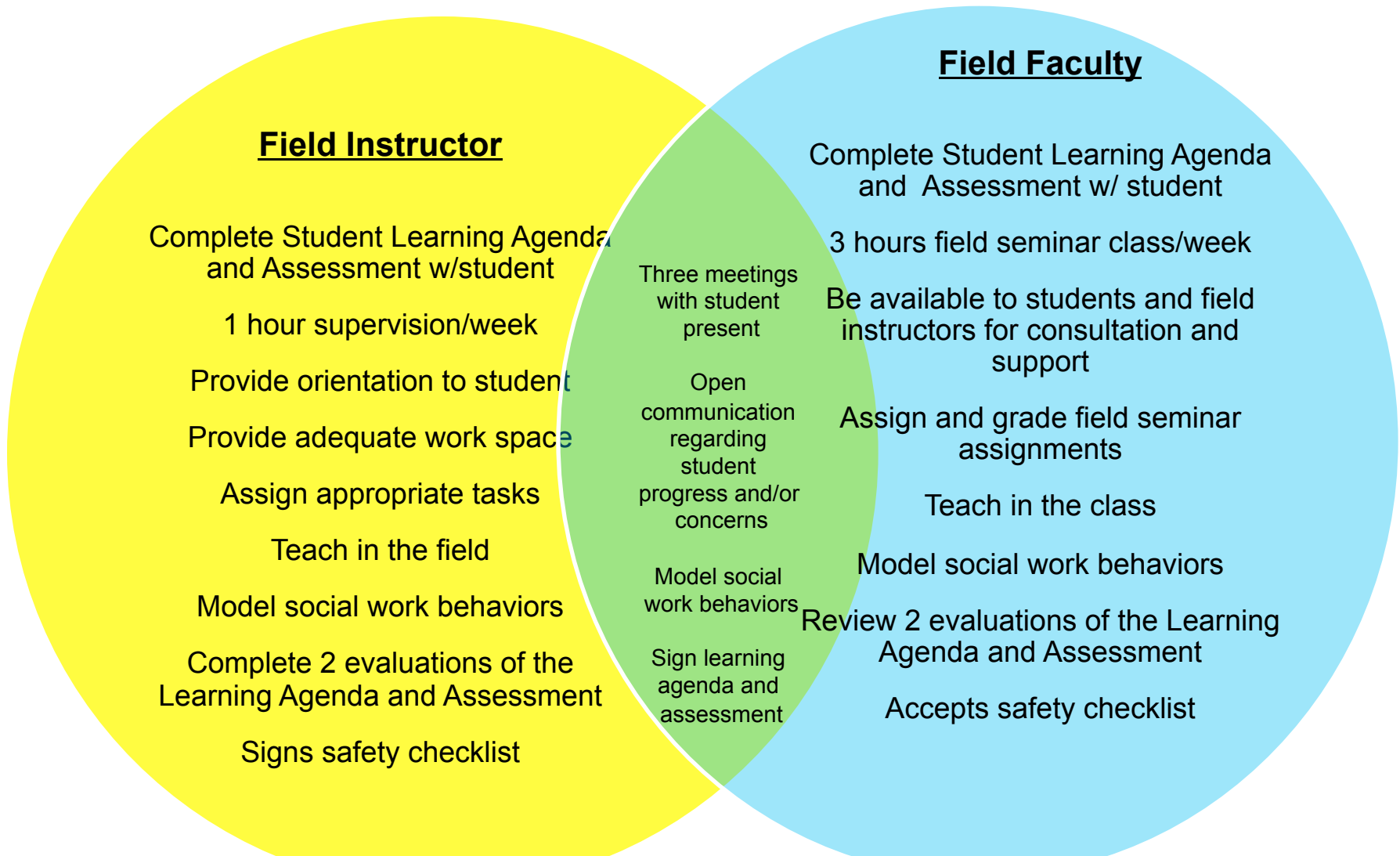
***Dates listed are approximate and differ slightly depending on BSW or MSW student intern**

***Red boxes indicate when copies forms are due to Augsburg**

***It is the student's responsibility to let field instructors know when they need signed forms turned in**

***It is the student's responsibility to set up the three contacts**

Partnership Roles



Free Continuing Education

Fall CEU Workshop

Friday, October 25, 2013

9:00am-12:00pm

OGC 100

SWAN: Social Work Alumni Network Workshop

Friday, January 25, 2013

3:00-5:00pm

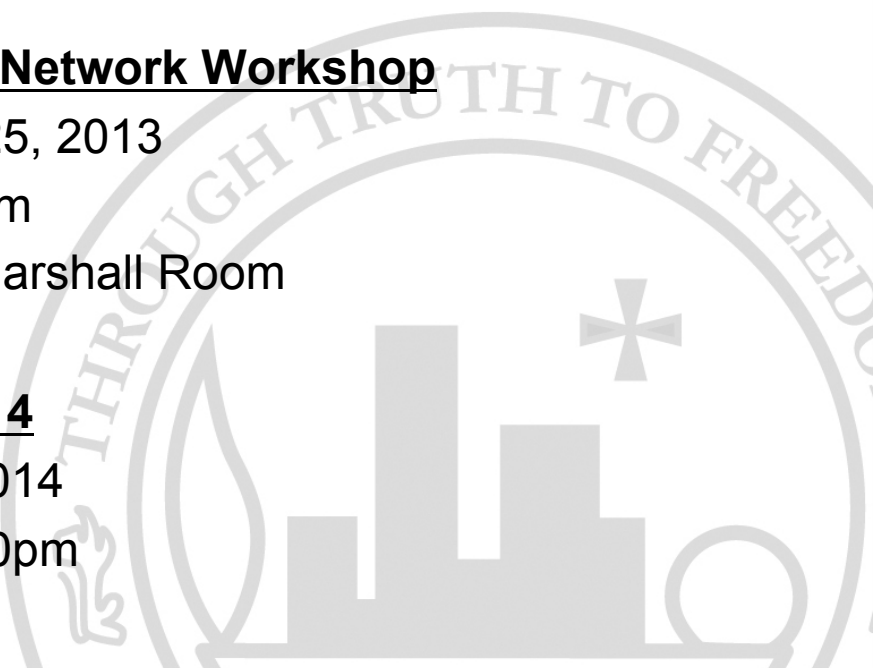
Christensen Center: Marshall Room

Spring 2014

March 14, 2014

9:00am-12:00pm

OGC 100

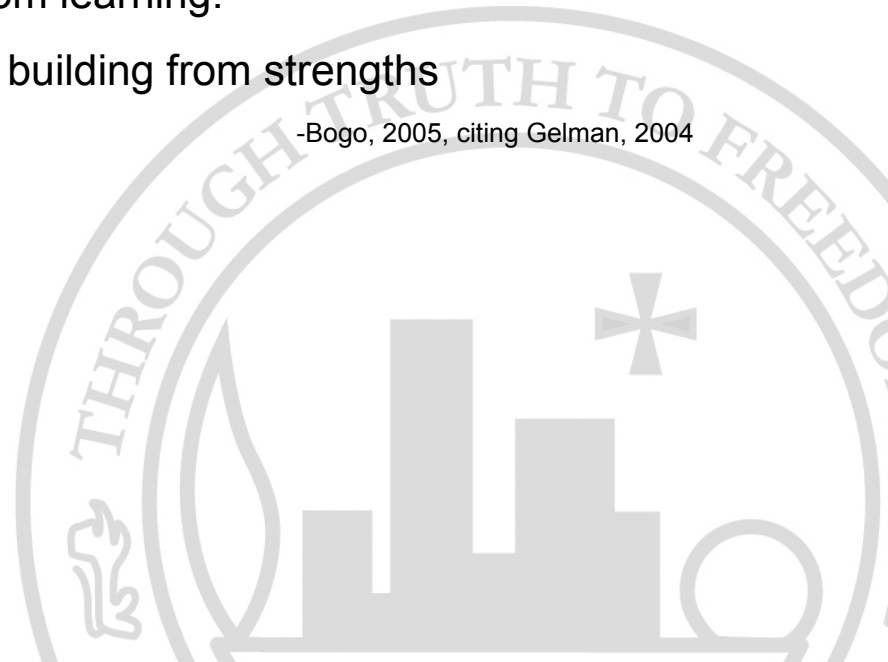


What Students are Hoping For

- Support, including balanced feedback (honest, likable, expert, reliable, sociable, prepared, sincere, warm, skillful, trustworthy)
- Frequent sessions
- Direct learning activities such as observing or working with a professional role model
- Reflective and conceptual learning activities, cases, integrating theory and practice. Ask students to make the links to their classroom learning.
- Activities to encourage students in self-criticism, building from strengths



-Bogo, 2005, citing Gelman, 2004



Augsburg's Goals

We are dedicated to maintaining positive relationships and connections to field instructors and their agencies.

We seek ethical practice, not perfection.

We seek willing partners who wish to grow and learn in social work education



Useful Websites

- **MSW website:** <http://www.augsburg.edu/msw/>
MSW Field Coordinator: Laura Boisen, PhD boisen@augsborg.edu
- **BSW website:** <http://www.augsburg.edu/home/swk/>
BSW Field Coordinator: Annette Gerten, PhD, gerten@augsborg.edu
- **Field website:** <http://www.augsburg.edu/fieldeducation/index.html>
- Field Education Coordinator: Christina Erickson, PhD, ericksoc@augsborg.edu