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.
Objective #1

Review the universal social work requirements for field 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.
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.
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](http://www.cswe.org/cms/13965.aspx)

We can add our own. Augsburg adds additional competencies in the second year of the MSW program.
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
According to CSWE (2008, p. 8),

“Signature pedagogy is a central form of instruction and learning to socialize students to perform the role of practitioner—it contains pedagogical norms with which to connect and integrate theory and practice.”
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.
How do we describe and measure students’ performance (and growth in their practice)?

FIELD EDUCATION ASSESSMENT (also sometimes referred to as the “learning agenda”)

How do we measure learning?
Field Education Assessment provides a structure for students’ learning.

Field Education Assessment also outlines key practice behaviors students should be learning (based on the Council on Social Work Education competencies).
The competencies and practice behaviors included on the assessment differ according to the student’s stage of learning.

For example, MCCP and MCMP assessment includes advanced, specialized behaviors relevant to the concentration.
The Field Education Assessment is similar to a treatment plan (direct practice) or a strategic plan (community practice).

For each competency and practice behavior, you and the student should identify a task that demonstrates that behavior.
You should be able to observe and evaluate the tasks that students will complete to demonstrate their competency.

The assessment form requires identification of the task and also specification of how you will observe and evaluate the task.
All practice behaviors must have specific tasks that the student will complete. Though the student may not complete all tasks in the first semester, you and the student should try to complete as much as possible. By the end of the practicum, students need to have completed all tasks in the assessment.
Objective #3

Become familiar with Augsburg’s unique social work program.
Augsburg College educates students to be informed citizens, thoughtful stewards, critical thinkers, and responsible leaders. The Augsburg experience is supported by an engaged community that is committed to intentional diversity in its life and work. An Augsburg education is defined by excellence in the liberal arts and professional studies, guided by the faith and values of the Lutheran Church, and shaped by its urban and global settings.
**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.
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

Aug/Sept: Student orientation/ training at field agency

Sept: Complete first draft of "Student Learning Agenda and Assessment" with student

Mid-Oct: Sign final copy of "Student Learning Agenda and Assessment"

Sept: Submit "Student Safety Checklist"

Sept/Oct: First field visit

Mid-Oct: Sign final copy of "Student Learning Agenda and Assessment"

Dec/Jan: Second field visit and mid-term evaluation

April: Field Appreciation Luncheon

April/May: Submit Final Evaluation

*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

**Field Instructor**
- Complete Student Learning Agenda and Assessment w/student
- 1 hour supervision/week
- Provide orientation to student
- Provide adequate work space
- Assign appropriate tasks
- Teach in the field
- Model social work behaviors
- Complete 2 evaluations of the Learning Agenda and Assessment
- Signs safety checklist

**Field Faculty**
- Complete Student Learning Agenda and Assessment w/ student
- 3 hours field seminar class/week
- Be available to students and field instructors for consultation and support
- Assign and grade field seminar assignments
- Teach in the class
- Model social work behaviors
- Review 2 evaluations of the Learning Agenda and Assessment
- Sign learning agenda and assessment
- Accepts safety checklist
- Three meetings with student present
- Open communication regarding student progress and/or concerns
- Model social work behaviors
- Accepts safety checklist
Fall CEU Workshop
Friday, October 10, 2014
9:00am-12:00pm
Christensen Center
“What Social Workers Need to Know about Young Adults and Recovery”

SWAN: Social Work Alumni Network Workshop
Friday, January 23, 2015
3:00-5:00pm

Spring CEU Workshop
Friday, March 13, 2015
9:00am-12:00pm
• 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
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/](http://www.augsburg.edu/msw/)
  MSW Field Coordinator: Laura Boisen, PhD boisen@augsburg.edu

• **BSW website:** [http://www.augsburg.edu/home/swk/](http://www.augsburg.edu/home/swk/)
  BSW Field Coordinator: Christina Erickson, PhD, ericksoc@augsburg.edu

• **Field website:** [http://www.augsburg.edu/fieldeducation/index.html](http://www.augsburg.edu/fieldeducation/index.html)
  Field Education Coordinator: Melissa Hensley, PhD, hensleym@augsburg.edu