

# AUGSBURG COLLEGE

Department of Social Work

## MSW FOUNDATION

### Student Learning Agenda and Assessment

Agency \_\_\_\_\_

Student \_\_\_\_\_

Field Instructor \_\_\_\_\_  
Name Licensure

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

Task Supervisor \_\_\_\_\_  
(if applicable)

Field Placement Duration \_\_\_\_\_

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 210 hours and final evaluation will be filled out at the end of the placement when the student has completed 420 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 210 and 420 hours.

**Evidence Key**

- A. Field instructor observation
- B. Task supervisor observation
- C. Field faculty observation
- D. Evidence or documentation from attendance (ie. meeting agenda, workshop materials)
- E. Discussion of activity in field supervision meeting
- F. Field course assignment
- G. Co-leader of group
- H. Review and analysis of relevant research on the internet
- I. Review of agency projects by the field instructor
- J. Observation by co-workers in the agency setting
- K. Relevant recordings

**Evaluation Key**

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

# Learning Summary

**Student:**

Write a brief, one paragraph summary of field placement roles and responsibilities, including primary client issues.

Field placement has included work with (check all that apply):

	Infants	Children	Adolescents	Adults	Older Adults
<b>Individuals</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Families</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Groups</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Communities</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Organizations</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Policies</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\_\_\_\_\_  
Field Instructor Signature Date

\_\_\_\_\_  
Student Signature Date

\_\_\_\_\_  
Task Supervisor Signature Date

\_\_\_\_\_  
Field Faculty Signature Date

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

Social workers serve as representatives of the profession, its mission, and its core values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.

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				

**Evidence Key:**

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

**Evaluation Key:**

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished

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

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law.

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 standards of the NASW Code of Ethics <sup>2</sup> 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				

### Evidence Key:

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

### Evaluation Key:

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished

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

Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.

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				

**Evidence Key:**

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

**Evaluation Key:**

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished

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

Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.

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				

#### Evidence Key:

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

#### Evaluation Key:

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished

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

Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.

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				

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

Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Use practice experience to inform scientific inquiry				
Use research evidence to inform practice				

**Evidence Key:**

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

**Evaluation Key:**

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished



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

Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.

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				

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

Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know the history and current structures of social policies and services; the role of policy in service delivery; and the role of practice in policy development.

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				

**Evidence Key:**

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

**Evaluation Key:**

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished

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

Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.

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				

**Evidence Key:**

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

**Evaluation Key:**

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished

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

Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.

	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				
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				

**Competency 10 continues on next page...**

**Evidence Key:**

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

**Evaluation Key:**

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished

	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				
10(d) EVAL	Critically analyze, monitor, and evaluate interventions				
10 (e) TERMINATION	Reflect on the helping process and prepare for ending				
	Plan for closure with ending rituals, or review of changes made				

**Evidence Key:**

A=Field instructor observation  
 B=Task supervisor observation  
 C= Field faculty observation  
 D=Evidence/documentation f/attendance  
 E=Discussion of activity in supervision

F=Field course assignment

G=Co-leader of group  
 H=Review and analysis of relevant research on the internet  
 I=Review of organizational projects by field instructor  
 J=Observation by co-workers in the agency setting  
 K= Relevant recordings

**Evaluation Key:**

0=Not yet completed  
 1=Unsatisfactory  
 2=Basic  
 3=Proficient  
 4=Distinguished

