

AUGSBURG COLLEGE

Department of Social Work

MSW MCMP 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 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.

AUGSBURG COLLEGE

Department of Social Work

Evidence Key

- A. Field instructor observation
- B. Task supervisor observation
- C. Field faculty observation
- D. Evidence or documentation from attendance (i.e., 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 observed
- 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

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

Advanced practitioners in macro social work recognize the historical roots of social work in community and organizational practice, the importance of professional conduct, the professional use of self within communities and organizational settings, and adherence to ethical guidelines of professional behavior.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Integrate the legacy of social work macro practice with communities and organizations by ensuring access to social work services for all eligible.				
Develop and use reflective practice skills, including the professional use of self.				
Examine and perform appropriate roles and boundaries of the advanced macro practitioner.				
Demonstrate professional demeanor in behavior, appearance, and communication.				
Engage in career-long learning as applied to the advanced macro practitioner.				
Use supervision and consultation to develop ethical advanced macro practice.				
Willingly accept feedback and proactively address constructive criticism.				

Evidence Key:

A=Field instructor observation
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Evaluation Key:

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

Advanced practitioners in macro social work are knowledgeable about ethical issues, legal parameters, and social justice and recognize that complex systems can generate conflicting priorities and ambiguities that require professional value based judgments.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Reconcile personal values in a way that allows professional values to guide advanced macro practice.				
Conceptualize conflicting priorities and ambiguities that require professional value based judgments in macro social work practice.				
Apply relevant Codes of Ethics and strategies of ethical and legal reasoning to arrive at principled decisions to promote human rights and social justice				
Advance effective and efficient social service delivery and access to resources in organizations and communities.				

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

Advanced macro practitioners understand and differentiate the strengths and limitations of multiple practice theories and methods. They are able to use logical, scientific and reasoned frameworks for analysis and synthesis toward intervention. 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. They are able to respond flexibly to environmental demands.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Understand and differentiate the strengths and limitations of multiple macro practice theories and methods.				
Conceptualize political and systemic issues within the field agency and environment; demonstrate the ability to see the “big picture.”				
Demonstrate self-directed, effective and tone-appropriate oral and written communication in macro social work practice.				
Inform and engage diverse constituents in critical community and organizational analysis and problem-solving.				
Demonstrate task-oriented leadership.				
Use critical thinking skills to plan and implement the student summative project.				
Respond flexibly to unanticipated needs or demands of agency, clientele or environment.				

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4. Engage diversity and difference in practice.

Advanced macro practitioners are knowledgeable about many forms of diversity and difference and how these influence programs, policies and social issues. Advanced practitioners are knowledgeable about the ways in which various dimensions of diversity affect advanced macro practice. Advanced practitioners are cultural beings and understand how macro practice choices can be culture-bound.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Recognize the many forms of diversity and difference and how these influence programs, policies and social issues as they relate to the field agency.				
Understand how various dimensions of own diversity affect advanced macro practice.				
Utilize strengths of differing life experiences to build inclusive communities and multicultural organizations.				
Engage with and ensure participation of diverse and marginalized community and organizational constituents by identifying and accommodating multilingual and non-literate needs, gender power dynamics, and access for disabilities in assessing, planning and implementing macro interventions.				
In conducting agency policy, student applies appropriate process to hear all perspectives with respect.				

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5. Advance human rights and social and economic justice.

Advanced practitioners in macro social work understand the potentially challenging effects of economic, social, and cultural factors in client systems. They also understand strategies for advancing human rights and social and economic justice in domestic and global contexts. Social Workers in macro practice are knowledgeable of the global interconnections of oppression, and theories and strategies to promote social justice and human rights.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Understand the potentially challenging effects of economic, social, and cultural factors in client systems.				
Lead in the quest for human rights and social and economic justice, individually and collectively.				
Advance specific strategies in local, national or international arenas to eliminate social, economic and environmental injustice within communities, organizations, institutions or society.				

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

Advanced macro practitioners are knowledgeable about evidence-based interventions, qualitative and quantitative research processes, best practices, and the evidence-based research process. They integrate members of communities and organizations in the process and outcome evaluations of macro system interventions.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Engage in research process and practice to develop and complete summative project using project management skills.				
Advance research that is participatory and inclusive of the community and organizational constituencies with whom one practices (summative project).				
Communicate findings of summative project professionally.				

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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. They recognize the central importance of human relationships and utilize the interconnection between people and place, between people and the micro and macro systems of which they are a part, and relationships of people with the social systems they have created, to respond to human needs. They appreciate the unique dimensions that cultural, environmental, urban and rural contexts bring to communities and organizations and those engaged in these macro systems.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation in advanced macro social work practice.				
In the field agency, assess and analyze stakeholders as social systems with understanding of person and environment.				
Recommend, evaluate and lead interventions that enhance the connectivity of persons to the communities and organizations that improve their lives.				

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8. Engage in policy practice to advance social and economic wellbeing and to deliver effective social work services.

Advanced practitioners in macro 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 wellbeing.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Analyze policies from historical, current and global perspectives with particular understanding of the role of social, economic and political forces on policy formulation.				
Actively engage in the policy arena on behalf of community and organizational interests, working in collaborative efforts to formulate policies that improve the effectiveness of social services and the wellbeing of people, especially the most vulnerable.				
Demonstrate advocacy skills in policy work that may involve risk-taking as a function of leadership.				

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9. Respond to contexts that shape practice.

Advanced practitioners in macro 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 organizations and communities to affect changes within these contexts.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Understand and demonstrate the importance of collegial relationships and the impact of the student behavior on the agency.				
Provide leadership in organizations and communities for effective, ethical interventions that improve the wellbeing of organizations and communities.				
Anticipate and react to evolving cultural, technological, geographical, political, legal, economic and environmental contexts.				

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

Macro social work practice involves the dynamic, interactive, and reciprocal processes of assessment, intervention and evaluation with organizations and communities and the groups, families and individuals that are a part of those macro systems. Advanced macro practitioners understand participatory methods and the importance of the worth and dignity of persons in all engagement, assessment, intervention and evaluation efforts.

	Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
				Midterm	Final
10(a) ENGAGEMENT	In a self-directed manner, substantively and effectively prepare for action in advanced macro practice.				
	Use empathy and other culturally appropriate interpersonal skills in engaging in advanced macro practice.				
	Develop a respectful, mutually agreed-on focus of work and desired outcomes in collaborative, advanced macro practice.				
10(b) ASSESSEMENT	Collect, organize, and interpret data in advanced macro practice.				
	Assess strengths and limitations of organizations or communities.				
	Develop mutually agreed-on intervention goals and objectives with organizations or communities.				
	Select appropriate intervention strategies with organizations or communities, using participatory methods as appropriate for advanced macro practice.				

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	Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
				Midterm	Final
10(c) INTERVENTION	Lead efforts, with specific steps, to impact organizational goals.				
	Use collaboration skills to implement interventions that enhance organizational and community capacities.				
	Use client strengths in developing organizational change efforts.				
	Use cultural sensitivity in macro practice interventions.				
10(d) EVALUATION	Critically analyze, monitor, and evaluate advanced macro practice intervention strategies and interventions.				
	Disseminate both positive and ineffective outcomes of evidence-informed interventions to help understand when and why interventions hinder or improve human wellbeing.				
	Use appropriate skills when working with team members, including respectful interaction and observation of appropriate boundaries.				
	Use advanced oral and written communication skills upon project completion.				

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