Master of Social Work Program

FIELD PRACTICUM MANUAL

2013-2014 Academic Year
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MU-SU MSW
FIELD PRACTICUM MANUAL

INTRODUCTION

This manual is intended to serve as a reference for field instructors, students, and faculty involved with MSW field practicum in the MU-SU MSW Program. It should be used in conjunction with the student handbook.

The manual is designed to:
1. Articulate the MSW program mission, goals, objectives, and outcomes.
2. Outline field practicum policies and procedures that relate to the field practicum experience.
3. Identify the roles and responsibilities of the program, the agency, the field instructor, the faculty field liaison, and the student in the field practicum experience.
4. Identify foundation skills to be acquired by all students and the advanced skills to be acquired in the concentration year.
5. Facilitate the congruency and integration of classroom and field education content.

The educational process that leads students to become professional social workers is one that powerfully intertwines two core forces of social work education: field work practice and classroom learning. As social work’s “Signature Pedagogy” field work is the heart of professional social work learning as it provides the opportunity to put the knowledge, skills, critical thinking, and values learned in the classroom to the test of real world practice situations. This specially designed educational experience will lead the student back and forth from the field to the classroom with questions, challenges, and dilemmas originating from practice experiences and observations.

PROGRAM MISSION

The mission of the joint MU-SU MSW Program is to provide accessible social work graduate education in the South Central region of Pennsylvania. We prepare students to be effective advanced generalist practitioners, committed to the purpose and values of the social work profession.

PROGRAM GOALS

The MU-SU MSW program seeks to:
1. Prepare students for competent advanced generalist practice through the acquisition and demonstration of social work practice behaviors consistent with CSWE educational policy and accreditation standards.
2. Prepare students with the specialized knowledge and skills for social work practice with client systems to resolve problems and facilitate change within the boundaries of ethical practice and with attention to the profession's commitment to social justice and human rights.
3. Encourage students' commitment to continued professional development and lifelong learning by providing opportunities for community engagement and real life learning experiences.

ADVANCED GENERALIST PERSPECTIVE

The advanced generalist approach to direct and indirect practice is characterized by the practitioner’s ability to address complex situations within multiple roles and levels. This strengths-based orientation is grounded in a liberal arts foundation and guided by a systems approach incorporating core social work values and ethics and
Field Practicum provides an opportunity for the student to apply the general knowledge of theories and principles presented in the classroom to problems and challenges in the field. The field experience allows the student to try on and develop the role of professional social worker. The field instructor serves as a mentor, role model, and a source of feedback to the student regarding the student's performance and professional growth. Therefore, the purpose of field practicum is summed up in three words: integration, application, and socialization. The student integrates what has been learned, applies that knowledge in specific practice situations, and in the process, develops an identity as an emerging, professional social worker.

Field practicum gives students the opportunity to connect theory with practice (integration of empirical and practice-based knowledge), experience situations that focus attention on the use of social work values and ethics, and encourage identification with the purposes and functions of the profession. Additionally, in an advanced generalist program students have the opportunity to acquire expertise in assessment and intervention at all levels of clients systems from the individual (micro practice), family and group (mezzo practice), to the organizational and community (macro practice).

During the foundation level MSW field practicum (SOWK/SWK 530/531), students will have opportunity to observe the field instructor and other appropriate professionals as approved by the field instructor, and to practice alongside these professionals as they build initial skills and incorporate theoretical perspectives and research informed intervention techniques from classroom learning.

During the concentration level MSW field practicum (SOWK/SWK 630/631), students are expected to take on increasing levels of autonomous practice, especially as the practicum progresses. Students will continue to be supervised by the field instructor as the student moves in the direction of “doing” more than “observing” as would have been the case during foundation field. Skills at the concentration level are expected to incorporate more complexity in terms of a) systems addressed and their problems; b) theoretical perspective and interventions employed; and c) problem-solving skills and independent critical thinking of the student, all under the watchful eye of the field instructor as supervisor.

**MSW CURRICULUM COMPETENCIES AND PRACTICE BEHAVIORS**

During the field experience students are expected to demonstrate all of the competencies and practice behaviors appropriate to their level of field practicum, i.e. foundation or concentration year. These competencies and practice behaviors are listed here and are incorporated in the student field evaluations.

**Educational Policy 2.1.1**
**Identify as a professional social worker and conduct oneself accordingly.**

<table>
<thead>
<tr>
<th><strong>Foundation Year</strong></th>
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<tbody>
<tr>
<td>PBF 1.1</td>
<td>Advocate for client access to the services of social work.</td>
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<tr>
<td>PBF 1.2</td>
<td>Practice personal reflection and self-correction to assure continual professional development.</td>
</tr>
<tr>
<td>PBF 1.3</td>
<td>Attend to professional roles and boundaries.</td>
</tr>
<tr>
<td>PBF 1.4</td>
<td>Demonstrate professional demeanor in behavior, appearance, and communication.</td>
</tr>
<tr>
<td>PBF 1.5</td>
<td>Engage in career-long learning.</td>
</tr>
<tr>
<td>PBF 1.6</td>
<td>Use supervision and consultation.</td>
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<table>
<thead>
<tr>
<th><strong>Concentration Year</strong></th>
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<tbody>
<tr>
<td>PBC 1.1</td>
<td>Advocate for client access to the services by identifying unmet needs and by designing programs to address them.</td>
</tr>
<tr>
<td>PBC 1.2</td>
<td>Engage in ongoing self-reflective practice including an awareness of and strategies for addressing professional strengths and challenges as areas for professional growth and development.</td>
</tr>
<tr>
<td>PBC 1.3</td>
<td>Practice professional roles and demonstrate professional demeanor including taking responsibility for the development of professional competence and boundaries in field settings.</td>
</tr>
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**Educational Policy 2.1.2**

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

<table>
<thead>
<tr>
<th><strong>Foundation Year</strong></th>
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<tbody>
<tr>
<td>PBF 2.1</td>
<td>Recognize and manage personal values in a way that allows professional values to guide practice.</td>
</tr>
<tr>
<td>PBF 2.2</td>
<td>Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work Statement of Principles.</td>
</tr>
<tr>
<td>PBF 2.3</td>
<td>Tolerate ambiguity in resolving ethical conflicts.</td>
</tr>
<tr>
<td>PBF 2.4</td>
<td>Apply strategies of ethical reasoning to arrive at principled decisions.</td>
</tr>
</tbody>
</table>
Concentration Year

PBC 2.1 Make ethical decisions and resolve ethical dilemmas in consultation with decision making frameworks, laws, and regulatory guidelines consistent with the standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work Statement of Principles.

PBC 2.2 Accept ambiguity in resolving ethical conflicts/dilemmas and employ ethical decision making frameworks to make professional judgments.

Educational Policy 2.1.3

Apply critical thinking to inform and communicate professional judgments.

Foundation Year

PBF 3.1 Distinguish, appraise and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.

PBF 3.2 Analyze models of assessment, prevention, intervention, and evaluation.

PBF 3.3 Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues.

Concentration Year

PBC 3.1 Analyze, synthesize, and evaluate models of assessment, prevention, intervention, and evaluation, and identify best practices.

PBC 3.2 Apply effective oral and written communication skills in complex situations when working with individuals, families, groups, organizations, communities, and colleagues.

Educational Policy 2.1.4

Engage diversity and difference in practice.

Foundation Year

PBF 4.1 Recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.

PBF 4.2 Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.

PBF 4.3 Recognize and communicate understanding of the importance of difference in shaping life experiences.
PBF 4.4 View themselves as learners and engage those with whom they work as informants.

- **Concentration Year**
  
  PBC 4.1 Engage in ongoing self-reflective practice in an effort to address professional strengths and challenges related to working with diverse groups.
  
  PBC 4.2 Apply an understanding of how societal structures and values may oppress, marginalize, alienate, create or enhance privilege and power and their impact on shaping life experiences.
  
  PBC 4.3 Engage in relationships with clients that are collaborative, empowering, and strengths-based.

**Educational Policy 2.1.5**

*Advance human rights and social and economic justice.*

- **Foundation Year**
  
  PBF 5.1 Understand the forms and mechanisms of oppression and discrimination.
  
  PBF 5.2 Advocate for human rights and social and economic justice.
  
  PBF 5.3 Engage in practices that advance social and economic justice.

- **Concentration Year**
  
  PBC 5.1 Advocate for and promote human rights and nondiscrimination of marginalized social groups at appropriate levels of intervention.
  
  PBC 5.2 Analyze, assess, and address the impact of human rights violations on disadvantaged populations.

**Educational Policy 2.1.6**

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

- **Foundation Year**
  
  PBF 6.1 Use practice experience to inform scientific inquiry.
  
  PBF 6.2 Use research evidence to inform practice.

- **Concentration Year**
  
  PBC 6.1 Apply evidence-based processes in social work practice and evaluation.
PBC 6.2 Use research to analyze and evaluate practice effectiveness.

Educational Policy 2.1.7

Apply knowledge of human behavior and the social environment.

- **Foundation Year**
  - PBF 7.1 Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.
  - PBF 7.2 Critique and apply knowledge to understand person and environment.

- **Concentration Year**
  - PBC 7.1 Critique and apply bio-psychosocial conceptual frameworks to the process of assessment, intervention, and evaluation in client systems.

Educational Policy 2.1.8

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

- **Foundation Year**
  - PBF 8.1 Analyze, formulate, and advocate for policies that advance social well-being.
  - PBF 8.2 Collaborate with colleagues and clients for effective policy action.

- **Concentration Year**
  - PBC 8.1 Develop strategies for influencing policy to affect positive changes in the social environment.
  - PBC 8.2 Collaborate with other systems to affect policy change.

Educational Policy 2.1.9

Respond to contexts that shape practice.

- **Foundation Year**
  - PBF 9.1 Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.
  - PBF 9.2 Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.
**Concentration Year**

PBC 9.1 Develop intervention plans based on the changing locales, populations, scientific and technological developments, and emerging societal trends to improve and/or create new services.

PBC 9.2 Work collaboratively with others and provide leadership to affect sustainable systemic changes.

**Educational Policy 2.1.10 (a)**

Engage with individuals, families, groups, organizations and communities.

**Foundation Year**

PBF 10 (a).1 Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.

PBF 10 (a).2 Use empathy and other interpersonal skills.

PBF 10 (a).3 Develop a mutually agreed upon focus of work and desired outcomes.

**Concentration Year**

PBC 10 (a).1 Effectively prepare for advanced generalist practice with individuals, families, groups, organizations, and communities utilizing a strengths-based approach that draws on a range of intervention theories as appropriate.

PBC 10 (a).2 Implement a process that encourages client systems to be equal participants in the establishment of treatment goals and expected outcomes.

**Educational Policy 2.1.10 (b)**

Assess individuals, families, groups, organizations and communities.

**Foundation Year**

PBF 10 (b).1 Collect, organize, and interpret client data.

PBF 10 (b).2 Assess client strengths and limitations.

PBF 10 (b).3 Develop mutually agreed upon intervention goals and objectives.

PBF 10 (b).4 Select appropriate intervention strategies.

**Concentration Year**
PBC 10 (b).1 Use empirical knowledge, practice wisdom, personal experience, and client characteristics to assess client strengths and limitations.

PBC 10 (b).2 Critique and select appropriate intervention strategies using empirical knowledge, practice wisdom, personal experience, and client characteristics.

Educational Policy 2.1.10 (c)

Intervene with individuals, families, groups, organizations and communities.

- **Foundation Year**
  
  PBF 10 (c).1 Initiate actions to achieve organizational goals.
  
  PBF 10 (c).2 Implement prevention interventions that enhance client capacities.
  
  PBF 10 (c).3 Help clients resolve problems.
  
  PBF 10 (c).4 Negotiate, mediate, and advocate for clients.
  
  PBF 10 (c).5 Facilitate transitions and endings.

- **Concentration Year**
  
  PBC 10 (c).1 Develop clear, timely, and appropriate organizational plans with measurable outcome objectives.
  
  PBC 10 (c).2 Develop interventions and service plans in conjunction with clients beyond crises towards self-actualizing behaviors and practices.

Educational Policy 2.1.10 (d)

Evaluate interventions with individuals, families, groups, organizations and communities.

- **Foundation Year**
  
  PBF 10 (d).1 Critically analyze, monitor, and evaluate interventions.

- **Concentration Year**
  
  PBC 10 (d).1 Acquire proficiency in analyzing, monitoring, and evaluating interventions.

Field practicum experiences provide a rich basis for advancement of our program educational goals and for helping students to develop a sense of competency and fulfillment as social work professionals. However, it is the full integration of the field experiences and the rest of the curriculum that completes the educational process. One without the other is not sufficient to achieve program goals or to develop full professional competencies.
Field practicum settings in the first-year curriculum must offer the student foundation level experiences with individuals, families and groups, as well as experiences in organization and planning in a micro or macro project. Those experiences are integrated with classroom instruction in the first-year social work practice courses, as well as other courses in the first-year curriculum. Practice behaviors appropriate to first year students are emphasized.

During the second-year concentration, the student is placed in a different setting consistent with the advanced requirements of the social work practice courses SWK/SOWK 620 and SWK/SOWK 621 and the advanced generalist concentration practice behaviors. In SWK/SOWK 620 students will learn and apply multiple complex assessment and intervention theories and practice models in micro and mezzo practice settings. The SWK/SOWK 621 course focuses on advanced macro activities that support the delivery of social services. Field practica in both semesters will be expected to support these goals. Agencies will be expected to provide students with increasingly complex relationship building situations that give them experience with diverse, vulnerable client populations requiring multi-level interventions. Agencies will also be expected to assist the student in developing competence to practice independently under supervision; i.e., students should be taking the lead in service delivery increasingly as the concentration year of practicum proceeds.

**Procedures for Field Practicum**

**Criteria for Selection of Students**

In order to begin field practicum, students are required to meet the following criteria, which apply to both foundation and advanced concentration year students.

1. **Students must be in good academic standing.** Faculty review students for good academic standing and professional standards prior to the beginning of field practicum. Students who have received a C in one or more courses are considered to be at risk academically and will be referred to the Academic and Professional Performance Review Committee (APRC) for a determination of readiness to enter field. Decisions of the APRC can be appealed in accordance with the procedures outlined in the MSW Student Handbook. The purpose of any such review is to protect a) the client/public; b) the student; c) the agency; and d) the program by ensuring student readiness and suitability for the field. Concern for the wellbeing of all constituents is the overarching principle of all APRC reviews.

2. **Students must demonstrate behaviors that are consistent with the profession’s values.** Faculty review students for professional conduct prior to the beginning of field practicum. Students who exhibit behaviors that are inconsistent with the profession’s values and Code of Ethics will be referred to the APRC for a determination of readiness to enter field. Decisions of the APRC can be appealed in accordance with the procedures outlined in the MSW Student Handbook. The purpose of any such review is to protect a) the client/public; b) the student; c) the agency; and d) the program by ensuring student readiness and suitability for the field. Concern for the wellbeing of all constituents is the overarching principle of all APRC reviews.
3. Students must have completed the required prerequisite courses and must take the required corequisite courses to be in a field practicum.

<table>
<thead>
<tr>
<th>Foundation Year – Fall Semester</th>
<th>Co-Requirements (may be taken prior to or concurrently with the field placement)</th>
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<tbody>
<tr>
<td><strong>Prerequisites (must be completed BEFORE the field placement)</strong></td>
<td><strong>Co-Prerequisites (may be taken prior to or concurrently with the field placement)</strong></td>
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<tr>
<td>SWK/SOWK 510: HBSE I</td>
<td>SWK/SOWK 505: Understanding Diverse Populations</td>
</tr>
<tr>
<td>SWK/SOWK 515 Foundation Policy</td>
<td>SWK/SOWK 520: Micro/Mezzo Social Work Practice (must be taken concurrently with field)</td>
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<tr>
<th>Foundation Year – Spring Semester</th>
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<tr>
<td><strong>Prerequisites (must be completed BEFORE the field placement)</strong></td>
<td><strong>Co-Prerequisites (may be taken prior to or concurrently with the field placement)</strong></td>
</tr>
<tr>
<td>SWK/SOWK 530: Field Practicum I</td>
<td>SWK/SOWK 515 Foundation Policy</td>
</tr>
<tr>
<td>SWK/SOWK 521: Social Work Macro Practice (must be taken concurrently with field)</td>
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<tr>
<th>Concentration Year – Fall Semester</th>
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<tbody>
<tr>
<td><strong>Prerequisites (must be completed BEFORE the field placement)</strong></td>
<td><strong>Co-Prerequisites (may be taken prior to or concurrently with the field placement)</strong></td>
</tr>
<tr>
<td>All Foundation Year Courses and Field Placement</td>
<td>SWK/SOWK 615: Advanced Social Welfare Policy</td>
</tr>
<tr>
<td>SWK/SOWK 601: Integrative Seminar (IF admitted as Advanced Standing status)</td>
<td>SWK/SOWK 620: Advanced Micro/Mezzo Social Work Practice (must be taken concurrently with field)</td>
</tr>
<tr>
<td>SWK/SOWK 610: Advanced Human Behavior in the Social Environment</td>
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<th>Concentration Year – Spring Semester</th>
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<tbody>
<tr>
<td><strong>Prerequisites (must be completed BEFORE the field placement)</strong></td>
<td><strong>Co-Prerequisites (MUST be taken concurrently with field)</strong></td>
</tr>
<tr>
<td>SWK/SOWK 630: Advanced Field Practicum I</td>
<td>SWK/SOWK 625: Advanced Research</td>
</tr>
<tr>
<td>SWK/SOWK 621: Advanced Social Work Macro Practice</td>
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4. Students must submit the following documentation prior to beginning the foundation and concentration field practica:

- Agency Contact Information form
- Child Abuse History Clearance
- Criminal Background Check
- FBI Criminal History Clearance and
- Proof of professional liability (malpractice) insurance

5. Additional requirements may be specified by agencies such as (but not limited to) other testing, training, documentation, and additional car insurance coverage, which may be required if transporting clients.

The Student-Field Placement Matching Process

When the student registers for field practicum courses they will complete a field practicum planning profile and submit it to the appropriate Field Co-Coordinator. The profile should contain information about (1) their employment and practicum backgrounds, (2) practice areas of interest, e.g. aging, (3) any life experiences that are relevant to their practicum choices, and (4) career goals. The profile should also contain a list of at least three agencies, if known, or populations of interest if agencies are not known, the student would be interested in considering for that year’s practicum. The information from these profile documents, along with discussion and consultation with the student, will be used by the Field Co-Coordinator to work with the student on an individualized plan for that year’s practicum. Potential field instructors will be contacted to determine whether they will consider supervising a student at this time, and the Field Co-Coordinator will be responsible for providing the potential field instructor with necessary program information. The Field Co-Coordinator will also determine whether the agency is prepared to provide the student with experiences appropriate to the level of field (foundation or concentration) that the student is entering.

Foundation year placements and learning contracts are characterized by:
- Initially more observation by the student of the instructor or others in practice
- Opportunities to practice alongside the field instructor or other experienced MSW professionals in the agency
- Opportunities to increase student's understanding of systems theory and strength perspective across all levels of practice (micro/mezzo/macro)
- Laying a strong foundational knowledge of practice theories and evidence supported interventions with the view towards establishing a base for more independent practice in the concentration year.

Concentration year field placements are characterized by:
- Increasing complexity of tasks at all levels of practice (micro/mezzo/macro)
- Increasing independence of practice on behalf of the field student who will be supervised by the instructor
- As the concentration year progresses, direct supervision may taper as the instructor and the student develop more confidence in the student's ability to work autonomously with a more indirect approach to supervision.

Hourly Field Practicum Requirements

The field practicum is designed to give students the fullest possible understanding of the agency experience and “the opportunity to apply the general knowledge of theories and principles presented in the classroom in dealing with problems in the field. The field experience allows the student to try on and develop the role of professional social worker” (from p. 5 of this manual). In order to accomplish these goals, the number of required, sequenced field placement hours is established.

During their foundation year, students will be in practicum for 200 hours each semester (the equivalent of, on average, sixteen hours per week). During their concentration year, students will be in practicum 270 hours
during the fall semester (on average, 20 hours per week) and 230 hours during the spring semester (on average, 18 hours per week). Students are not required to be in field practicum during breaks or final exam week but students may put in hours during those weeks in order to meet the required hours. Students may not begin earlier than one week before the fall semester and cannot end earlier than the last week of classes. In no case may students end their practicum (even if total hours have been completed) before the last week of classes in the semester.

Exceptions to practicum scheduling and hours requirements can be made only with written permission by the appropriate Field Co-Coordinator, in consultation with the field liaison and field instructor. Examples of such exceptions would be a situation where the agency’s policies and procedures require a modification of this plan or where a student with a disability requires an accommodation in hours as documented by the appropriate university office.

The following section explains how the field practicum process is designed and the criteria used to select agencies and supervisors.

Criteria for Selection of Agencies

The selection of the agencies that are appropriate to provide practicum experiences for our students is of vital importance to the program. Therefore we have developed the following procedures to ensure quality educational experiences:

1. Practicum settings are selected to provide students the opportunity to practice from the base of the generalist or advanced generalist perspective, consistent with the level of practicum, and consistent with content from the practice sequence.
2. Field instructors must be familiar with the mission, goals, and objectives of the MU-SU MSW program.
3. Agencies' practice must be consistent with social work values and ethics concerning professional service delivery activities.
4. The field practicum must be viewed as an individualized integrative learning experience by all involved. Agencies need to provide practice opportunities consistent with identified learning needs of the student, and consistent with the level of practicum (e.g., generalist practice at the foundation level; advanced generalist practice at the concentration level).
5. Field practicum performance must be evaluated on the basis of criteria consistent with the program’s advanced generalist definition of practice and competencies and practice behaviors as articulated by CSWE and conceptualized by the program. A student should not be evaluated solely on the ability to deliver a particular agency’s services.
6. The availability and activity level of the agency must insure sufficient quality opportunities to allow for the required number of hours of practicum experience. At the concentration level, the opportunity to practice more independently and with increasingly complex situations must be available and afforded to the concentration level student.
7. The agency must insure the provision of field instructor(s) in terms of availability to work consistently with the student for integration of competencies and demonstration of practice behaviors at the appropriate level of placement. This is not an agency supervision function, but rather a teaching and mentoring function. The agency should allow field instructors time to attend the orientation, training seminars, curriculum development, and integrative learning-supervisory conferences with students and faculty liaisons.
8. When practica are arranged with an agency in a field of service in which there are standard setting bodies, the agency should qualify for membership.
9. The policy setting body, administration, and staff of the agency should have respect for and support professional education. This would be demonstrated by the provision of field instructors; authorized activities for students; provision of adequate work space, telephones, dictating facilities, supplies, transportation costs, practice space, and an orientation process.

10. The agency must be willing to participate in a mutual evaluation process involving agency, student, and program to monitor the quality and effectiveness of the experience for the student as well as the compatibility of the experience with program objectives.

11. Selection of the agency can be initiated by the agency, the student, faculty, or any combination thereof. Completion of a Social Work Field Placement Agency Information Form is required as the initial step in the selection and approval of an agency for a practicum. This is completed and sent to the Field Coordinator for review.

12. The Field Co-Coordinator will review the Social Work Field Placement Agency Information Form as well as talk with the agency representative to determine appropriateness and compatibility with program mission and goals and level of practicum experience. It is the responsibility of the Field Co-Coordinator to approve or not approve an agency for a practicum opportunity.

13. Once an agency is approved, it will be asked to sign a formal affiliation agreement, which will be in effect for 5 years. The Field Co-Coordinator is responsible for maintaining these affiliation agreements.

14. The agency has the prerogative to discontinue its participation for interim periods or completely. It also has the right to choose those students whose learning needs can be met with agency resources available. The agency can refuse to accept a student for practicum.

15. Practica are to be primarily for the benefit of the student rather than the agency, in accordance with federal labor law and policies promulgated by the United States Department of Labor concerning appropriateness of unpaid internships. It is the responsibility of the agency to ensure that it is in compliance with all applicable laws and regulations, including labor law.

Criteria for the Selection of Field Instructors

The availability of qualified field practica is essential to practice integration. The field instructors’ approaches must be congruent with the advanced generalist mission of the program and they must support and understand the concept of practice integration.

1. The field instructor must have time available separate from the normal job function that allows for access to the student to focus with the student on the learning objectives for the practicum. A minimum of one hour conference per week for the student-instructor conference is required. It is expected that an instructor could adjust time availability to the individualized learning needs of the student, within reason.

2. Assessment of the field instructor’s qualifications takes into account professional education (Master of Social Work from a CSWE accredited program), commitment to the values of the social work profession, competence in practice, interest and competence in teaching, and willingness to participate in training seminar given by the program.

3. The field instructor must have the recognition and the support of the agency and the program as a field instructor to assure the clarity of role and function in relation to the student’s learning.

4. The field instructor must work with the student and the field liaison to create a learning plan that addresses the competencies outlined by CSWE and the practice behaviors (at the appropriate foundation or concentration level) as adopted by the program to operationalize the CSWE competencies, complete written evaluations of the student and involve the student directly in the evaluation process.

5. The field instructor is required to attend orientation sessions and training seminars given by the program to insure his or her familiarity with the advanced generalist model of practice, the program mission,
curriculum, and competencies/practice behaviors for students.

6. The field instructor will complete a Field Instructor Application outlining his/her credentials and experiences. This will be forwarded to the Field Co-Coordinator for review and approval to insure the field instructor’s qualifications are appropriate for social work practice integration.

Request for Practicum at Student’s Place of Employment

Students hoping to develop a practicum at their place of employment must also follow the regular procedure for securing a field practicum. However, before the student meets with the Field Co-Coordinator, the student should have a preliminary discussion with their employer, including their immediate supervisor and appropriate administrators, in order to gauge the employer's willingness to work with the MU-SU MSW program and the student to create an employed practicum opportunity. Proposals for practicum in a student's place of employment will be considered when specific educational opportunities are present and a compelling financial situation exists.

If a student wishes to request a practicum in an agency in which she/he is or will be simultaneously employed, the following minimal conditions must be met:

1. The agency employs full-time MSW social work staff.
2. An individual with an MSW from a CSWE accredited program and at least two years post-MSW practice experience must be available as a field instructor, subject to the approval of the program.
3. The field instructor may not have supervised the student in the past.
4. Proposed field practicum assignment must differ significantly from previous employment or field practicum experience in the agency.
5. Proposed field practicum assignment must meet curriculum requirements.
6. Students must do internship hours in a minimum of four hour blocks of time.
7. A work-based placement is considered for only one of the two required practicums.
8. Agency administrators must commit to relieve the employed student of their normal duties for the period of time they are assigned to the field practicum.
9. Paid practicum requests are reviewed by and can only be approved by the Field Co-Coordinator with final approval from the Program Co-Director from the student’s home campus.

A proposal for work-based placement is initiated by completion of the MSW Employment Based Field Practicum Proposal and Agreement form after consultation with the Field Co-Coordinator.

Problem Resolution Process

Field instructors and students may find that at times they are unable to satisfactorily resolve concerns. If this occurs the following steps should be followed:

- The first step is to contact and meet with the field liaison.
- If the concern is still not resolved or if the concern involves the field liaison, the student and/or the field instructor may bring the concern to the Field Co-Coordinator.
- If the concern is not resolved, the next step is for the student, field instructor, or Field Co-Coordinator to contact the appropriate Program Co-Director and Department Chairperson.
- If the concern is still not resolved, the Program Co-Director will initiate the problem resolution process as spelled out in the student handbook.
Field instructors and liaisons are strongly encouraged to bring problems to the attention of the Field Co-Coordinator and Program Co-Director early in the process and to avail themselves of the opportunity to receive professional guidance from these administrators in an effort to resolve problems early. Informal consultation is available to instructors, liaisons, and students to help resolve problems prior to entering a formal resolution process.

Field Practicum Roles

Field Co-Coordinators – MU and SU department of social work faculty members are primarily responsible for the overall organization of MSW field practicum. This role is held by one faculty member at each University who is appointed by the department chair and approved by the Program Co-Directors.

Field Instructor - the MSW-level social worker, with an MSW degree from a CSWE accredited social work program, who has been approved by the MU-SU Field program through the Field Co-Coordinators and has agreed to supervise a field practicum student (or more than one) placed within his/her agency for a designated time.

Task Supervisor – on occasion, the student may have a task supervisor with whom they consult on their daily field activities but who does not have an MSW from a CSWE accredited social work program. In these cases, the task supervisor should sign off on the learning contract and the hours reports and should maintain weekly contact with the Field Instructor to report on student progress. In such cases, the Field Instructor will provide the social work perspective and meet weekly with the student for supervision in addition to the task supervisor meetings. It is expected that both the task supervisor and field instructor be present for faculty liaison meetings with the student and both participate in the development of the learning contract and evaluations.

Faculty Liaison - the MU and SU department of social work faculty members who serve as the link between specific students and agency practicums during a given semester.

Field Practicum Responsibilities

In order for the field practicum to provide a fulfilling educational experience for the student, it is essential that the roles and responsibilities be clearly defined for those involved. The following lists clarify role expectations.

Responsibilities of the Field Co-Coordinators
1. Maintain compliance with CSWE standards and quality of practicum experience.
2. Screen, review, and approve agencies for practicum according to established standards and criteria for agency selection keeping in mind the different needs of foundation level and advanced year learning situations.
   - Receive and process agency requests for student practica.
   - Explore new agencies to satisfy special learning needs of students and special program developments.
   - Develop and maintain professional working relationships with agencies.
   - Screen, review, and approve the field instructors designated by the approved agencies.
3. Mediate the students’ selection of an agency for practicum.
   - Meet with each student as part of a group and/or individually to review expectations and to review the student’s learning needs.
   - Mediate the choice of the student by considering interests and assessed needs of the students and the resources of available agencies. Maintenance of agency information files for students’ use is
part of this responsibility.

- Direct student to agencies for interviews. If a choice is not approved, direct student to other agencies within program guidelines.
- Act as mediator to resolve any initial concerns or questions between the agency and student.
- Present the tentative practicum assignments to the MU-SU MSW faculty for consultation.
- Confirm final arrangements between the student and the agency. Complete the Letters of Confirmation and Affiliation Agreement with Agency.

4. Structure and organize meetings and seminars for orientation and training of field instructors, faculty liaisons, and students.

5. Be a member of the MU-SU MSW Program Advisory Council and subcommittee about field practicum.

6. Coordinate all field responsibilities, policies, and procedures between the two Universities.

Responsibilities of the Student

1. Prior to their first day of the fall field practicum all students must attend a mandatory field orientation. This orientation is scheduled by the Field Co-Coordinators in conjunction with faculty and MSW Program Co-Directors. There are two main purposes of this orientation: 1) to familiarize students with procedures of the field program such as agency assignments, time keeping, expected reports and evaluations; and 2) to provide students with beginning knowledge about key issues in field experience that will permit them to enter the field well prepared for their agency experience.

2. Participate responsibly in the selection of the field practicum site.
   - Complete all required forms for field practicum selection, including child abuse and criminal record check clearance documentation. Forms are available from the Field Co-Coordinator.
   - Meet with Field Co-Coordinator to discuss learning needs, level of practicum, and choices of agencies.
   - Make appointments with approved agencies and attend interviews to determine feasibility and to clarify working agreements. Report back after interviews.
   - If employed at an agency, follow procedures to request practicum at the employing agency.
   - Understand that practicum is not confirmed until a letter is received from the Field Co-Coordinator with a specific practicum agency indicated.
   - Complete learning contract in collaboration with field instructor and in consultation with the field liaison.

3. Fulfill time requirements for the practicum.
   - The specific days and hours will be determined by the agency’s service structure and agreed upon by the program, agency, and the student.
   - The student will follow the agency calendar and is entitled to agency holidays. Any time lost due to illness or for other reasons must be made up. If required hours are not achieved during any week, a plan for compensatory time should be arranged. The student is required to negotiate with the agency whether and when academic vacation time will be taken.

4. Arrange for transportation.
   - Have a responsible plan for getting to the practicum site regularly and on time.
   - Clarify if the use of own auto is needed for the field practicum. If needed, then adequate public liability auto insurance is expected.

5. Comply with agency standards and requirements.
   - Honor the dress code.
   - Fulfill all commitments made and complete all assigned tasks.
   - Keep the agency informed of relevant events and transactions.
• Show due respect to agency property, agency rules and regulations, agency staff, and agency clients.
• Obtain practice liability insurance and provide documentation to Field Co-Coordinator.

6. Actively engage in the field practicum experience to advance own learning.
   • Use the experience consciously to develop knowledge, values, and skills.
   • Make appropriate use of supervision and structured conferences.
   • Be responsible for developing initiative, independence, and responsibility.
   • Develop openness and sharing of feelings, opinions, and ideas.
   • Develop critical professional self-assessment and system assessment.
   • Develop a strong commitment to the quality of client service delivery.
   • Apply professional values and ethics as the code of conduct.
   • Develop abilities for practice integration.
   • Complete monthly progress notes and submit to the faculty field liaison.
   • Complete the Field Instructor’s Evaluation of MSW Student’s Practicum with field instructor and discuss with the faculty liaison.
   • Attend all scheduled practicum seminars.

Responsibilities of the Field Instructor

In many instances the most important learning tool available to the practicum student is the practicum field instructor. The field instructor fills multiple roles; he or she is a “teacher in the field,” a superior, a mentor, and a professional role model. Students are to be provided with opportunities to engage with individuals, groups, families/households, organizations, and communities at the appropriate level to their practicum, i.e. foundation or concentration.

Given the limitations of some agency settings, there may be practice situations where direct intervention with a particular level of client system is impossible. In those agencies where not all levels of intervention are available, each individual client’s circumstances can, nonetheless, be assessed and understood within the larger context of various other system-level interventions.

The following are the minimum tasks expected from the field instructors who have been approved by the MU-SU MSW program and who have agreed to supervise a field practicum student, or students, placed within his or her agency for a designated semester:

1. Administrative Tasks
   • Complete the Field Instructor Application and forward it to the appropriate Field Co-Coordinator.
   • Interview each student and reach agreement with Field Co-Coordinator regarding acceptance.
   • Attend the field instructors’ training and other on-going professional development sessions.
   • Provide adequate space and physical facilities for the student.
   • Develop a plan for student learning, including:
     o Structure a workload of reasonable volume and complexity with focus on the individual learning needs of the student and his/her level of practicum in the program.
     o Provide a variety of assignments that permit depth and breadth.
     o Provide the student with opportunities in practice as early as possible.
   • Negotiate with the student a mutually agreed upon learning contract regarding the student’s learning needs and the agency’s expectations. This should be consistent with the competencies and practice behaviors for the level of the practicum (foundation or concentration).
• Structure a regular supervisory-learning conference time weekly, minimum of one hour, with a mutual agenda from both the field instructor and the student.
• Include the student in ongoing operations of the agency, beginning with agency orientation and including such activities as staff meetings, workshops, agency conferences, board meetings.

2. Orientation
• Provide an orientation to the agency and the respective functions of its components.
• Provide the student with opportunities to visit community resources that are used by the agency and the clients.
• Provide the student with opportunities to attend training sessions and workshops available to the agency or others.
• Recommend readings that are appropriate for the student and the particular agency.

3. Instructional Format
The field instructor will provide a teaching/learning environment that encourages the student to conceptualize practice around knowledge, values, and skills used or required in specific situations. Client situations will be analyzed with particular emphases upon gender, ethnicity/race, class, sexual orientation, religion, spirituality, age, developmental issues, and other human diversity issues.

4. Planning
A Learning Contract will be completed by each student and her/his field instructor by the end of the third week of the practicum. The original of the learning contract should be signed and given to the assigned faculty field liaison. A copy of this plan should be kept with the field instructor to be available for any revisions, new assignments, and as an aid in the completion of the final evaluation.

Foundation year placements and learning contracts are characterized by:
• Initially more observation by the student of the instructor or others in practice
• Opportunities to practice alongside the field instructor or other experienced MSW professionals in the agency
• Opportunities to increase student's understanding of systems theory and strength perspective across all levels of practice (micro/mezzo/macro)
• Laying a strong foundational knowledge of practice theories and evidence supported interventions with the view towards establishing a base for more independent practice in the concentration year.

Concentration year field placements are characterized by:
• Increasing complexity of tasks at all levels of practice (micro/mezzo/macro)
• Increasing independence of practice on behalf of the field student who will be supervised by the instructor
• As the concentration year progresses, direct supervision may taper as the instructor and the student develop more confidence in the student's ability to work autonomously with a more indirect approach to supervision.

5. Discuss the student’s progress at mid-term and complete a written Evaluation Form at the end of the semester; each of these to be discussed with student and faculty liaison.

Responsibilities of the Faculty Liaison

1. Coordinate relationships among the program, field agency, and student.
2. Facilitate practicum seminar sessions.
3. Meet with agency field instructors to coordinate program/agency efforts for practice integration for the student.
4. Consult with field instructor in identifying individualized learning needs of student and any obstacles in meeting them.
5. Clarify and mediate between field instructor, student, and/or program when there are indications of a student not meeting expectations.
6. Meet with field instructor and student in conference to review and evaluate the Learning Contract, goals, progress, and problems. This will entail a minimum of one visit per semester.
7. Meet separately with the student as is necessary.
8. Hold field seminars with the students in a group format. This time is counted toward the student’s field hours.
9. Review Status Report Form and provide feedback to students.
10. Determine the final grade (Pass/Fail) for the student using both their own assessments and input from the agency field instructor as well as the student. Submit such grade according to university procedures established for all faculty.
11. Participate in and share in the responsibility for structuring and presenting the orientation and training seminars for field instructors.
12. Arrange for student evaluation of the agency in which the student completes a written assessment of his or her practicum and returns the evaluation to the Field Co-Coordinator.
13. Work closely with Field Co-Coordinator regarding use of field agencies and field instructors.
14. Serve as a professional consultant to agencies when mutually agreed upon by university, faculty person, and the agency.
15. Provide evaluative feedback to the Field Co-Coordinator about the practica such as appropriateness of the agencies and field instructors, the need for orientation, or the need for training.
16. Provide ongoing professional development support to students through consultation, discussion, and other activities.

Method of Student Field Practicum Evaluation

A mid-term evaluation discussion between student and field instructor is to occur halfway through the semester, with prompt notification to the field liaison of any problem areas identified. A final, written, evaluation at the end of the semester is required. A grade of “Pass” or “Fail” is assigned by the faculty liaison based on her/his own assessments and input from the field instructor.

In addition to adequate progress in regard to competencies and practice behaviors, the following are the minimum behaviors that contribute toward a passing grade:

Students are expected to treat the faculty, other students, field instructor, agency colleagues, and themselves with respect at all times. Respect for these parties in this context is demonstrated by the following:

- Student makes progress towards achievement of competencies operationalized through the demonstration of practice behaviors at the appropriate level, i.e. foundation or concentration.
- Student receives satisfactory evaluations from field instructor and field liaison.
- Student consistently applies graduate social work knowledge base to his/her field experience.
- Student practices in conformance with the NASW Code of Ethics.
- Student maintains professional relationships with clients, supervisors, and instructor.
- Student is at the practicum site during working hours without unjustified tardiness or absences.
- Student uses agency time and resources appropriately.
- Student engages in culturally appropriate practice.
- Student demonstrates the uses of critical thinking skills.
• Student demonstrates effective verbal and written communication skills.
• Student attends all practicum seminar sessions.
• Student achieves practicum seminar competencies.

Behaviors that contribute toward a grade of “fail.”

Student does not accomplish the above despite the support from the field instructor and the faculty field liaison.

Should concerns emerge in the field practicum, the field liaison is available to assist toward a resolution of the concern. Should further intervention be needed, the appropriate Field Co-Coordinator will be consulted. Field instructors and liaisons are strongly encouraged to bring problems to the attention of the Field Co-Coordinator and Program Co-Director early in the process and to avail themselves of the opportunity to receive professional guidance from these administrators in an effort to resolve problems early. Informal consultation is available to instructors, liaisons, and students to help resolve problems prior to entering a formal resolution process.

In instances where there is serious concern about a student’s “fit” with professional social work, or with the student’s performance in their field practicum, that student may be referred to the APRC for a determination of suitability for field. Decisions of the APRC can be appealed in accordance with the procedures outlined in the MSW Student Handbook. The purpose of any such review is to protect a) the client/public; b) the student; c) the agency; and d) the program by ensuring student readiness and suitability for the field. Concern for the wellbeing of all constituents is the overarching principle of all APRC reviews.

Extensions of the field practicum or a new assignment to a different agency/organization are not guaranteed as options for any student. Repetition of field practicum after a “fail” grade or the removal from a field practicum is not customary.

While reasonable efforts will be made to obtain an appropriate field practicum for students, the MU-SU MSW program cannot guarantee a field practicum site.

Dismissal from Field Practicum

When students receive a grade of C in more than one academic course, they may be dismissed from the program and removed from field. Dismissals from field may also occur when there is evidence of unprofessional conduct in the field. The criteria and process for dismissal from field are clearly delineated in the MU SU MSW Student Handbook, Section IV: Academic and Professional Policies and Procedures.

Learning Resources

The major resources in the field practicum are the student’s practicum experiences, the MSW field instructor, the field liaison, and student colleagues. The field liaison will meet with the student and field instructor at the practicum site at least once a semester and will be available as needed. Students and field instructors are encouraged to utilize the bibliographic materials attached to the field practicum syllabus and any other readings suggested by participants of the field practicum.

Course Schedule

The general schedule for field practica has been noted above. Each year, a current schedule with specific dates will be given to students and to field instructors in the form of a complete program schedule.
In order to complete the requirements for field experience students will need to complete two background checks and purchase malpractice insurance from NASW. This must be completed prior to the beginning of the semester. Students will not be permitted to work in their field practicum until the background checks have been completed and the insurance has been purchased.

Please note: All clearances must be mailed to your home address. You may not begin your field placement until all of your clearances and insurance are received by the Social Work Department.

1. **ACT 113 (CHILD ABUSE HISTORY CLEARANCE)**

   Visit: [http://www.dpw.state.pa.us/ucmprd/groups/webcontent/documents/form/s_001762.pdf](http://www.dpw.state.pa.us/ucmprd/groups/webcontent/documents/form/s_001762.pdf)

   Complete the CY 113 CHILD ABUSE HISTORY CLEARANCE FORM, mail it to the address indicated, and wait for the results to be mailed back to you. It may take 4-6 weeks to receive your report. Please be sure to make a photocopy of the completed form along with the receipt for the money order you will send with the form. Cost is $10.

   **On this form the appropriate box to check for Purpose of Clearance is “Child Care”**.

2. **ACT 34 (CRIMINAL RECORD CHECK)**

   Visit: [https://epatch.state.pa.us/RCRequesterDetails.jsp](https://epatch.state.pa.us/RCRequesterDetails.jsp)

   You will need to have a credit card available to pay online. At the top of the page, select “Record Check” then “New Record Check”. When completed, click on the “Certification Form” button and print the results page with the state seal watermark. For Reason: Education or Volunteer. Cost is $10.

   If you are unable to complete the online transaction for the Criminal Record Check you may fill out a hard copy and mail it to the appropriate address listed on the form. It may take 4-6 weeks to receive your record check. It is highly recommended that you complete this application online as you will receive your results instantly.

3a. **FBI FEDERAL CRIMINAL HISTORY (FINGERPRINTING)—all students going into a non-school setting.**

   Visit: [www.pa.cogentid.com](http://www.pa.cogentid.com)

   Select the Pennsylvania Department of Public Welfare (DPW) link. **Do NOT use PA Dept of Education.**

   Read all instructions very carefully. All applicants **MUST** register at this website or by phone at 1-888-439-2486 prior to getting the actual fingerprinting done. Applicants will be required to pay a 1-time fee online with a credit card or at the fingerprinting site by money order or cashiers check. Cost is $27.50.
3b. **FBI FEDERAL CRIMINAL HISTORY (FINGERPRINTING)**—all students going into a school-setting.

Visit: [www.pa.cogentid.com](http://www.pa.cogentid.com)

You will need to check with your specific site to confirm what type of FBI clearance that you must select. Many schools require that you select Department of Education, which provides the school with online access to your clearance. If you select Department of Education, you should receive an unofficial copy of your clearance in the mail within 2 weeks. If you do not receive this unofficial copy, you must contact the School Services Department right away at (717) 783-3750. Millersville University must have a paper copy. If you do not receive an unofficial copy and do not follow up, you will need to apply and pay again. Cost is $28.75.

4. **PROFESSIONAL LIABILITY (MALPRACTICE) INSURANCE**

Unless the agency where you are doing your practicum has PROFESSIONAL LIABILITY (MALPRACTICE) INSURANCE that covers interns, you will have to purchase student professional liability coverage. There are two options available to you regarding professional liability coverage.

**Option #1 NASW Assurance**

In order to purchase insurance through NASW Assurance, you must be a member of NASW; it is a two-step process. As a student, you are able to join NASW at a reduced student rate of $48. As a student member of NASW, you are able to then purchase student liability coverage through their company NASW Assurance Services. The cost to purchase liability insurance through NASW Assurance Services, which is only available to members of NASW, is $15 for coverage limits of $1,000,000/$5,000,000.

**Step #1 Join NASW**

Before you can purchase professional liability insurance through NASW Assurance you must first join the National Association of Social Workers. The direct link to the NASW membership application is:

Visit: [https://www.socialworkers.org/online-join/join.aspx](https://www.socialworkers.org/online-join/join.aspx)

Be sure to join as a student member. THE COST OF NASW MEMBERSHIP IS $48.00 and you can pay online by credit card.

**Step #2 Purchasing insurance through NASW Assurance**

Once you are a student member of NASW, you can purchase liability insurance through NASW Assurance. You must have at least a $1,000,000/$3,000,000 level of coverage. Student liability insurance through NASW Assurance offers coverage at the $1,000,000/$5,000,000 level, which exceeds our requirement. This insurance is $15. After you have joined NASW, you can visit the following website to purchase the professional liability coverage through NASW Assurance:

Visit: [http://naswasi.cphins.com/students](http://naswasi.cphins.com/students)

**Option #2 American Professional Agency Inc.**

The second option for professional liability insurance is through American Professional Agency Inc. This insurance does not require an NASW membership, nor does it offer the other benefits that you would have as a member of NASW. The cost to purchase liability insurance through American Professional Agency Inc. is $35 for coverage
limits of $1,000,000/$3,000,000. To purchase insurance through American Professional Agency Inc., visit the following website and apply online:

Visit: [https://www2.americanprofessional.com/cgibin/STUNEWAD](https://www2.americanprofessional.com/cgibin/STUNEWAD)

You must purchase the $1,000,000/3,000,000 level of coverage. Be sure to include your email address on the form because they will most likely send you the certificate of coverage electronically. Once you get the certificate of insurance, you must provide a copy to the Field Coordinator for the Department records before you will be allowed to start your practicum hours.
Master of Social Work Program
Foundation Year Learning Contract

This document represents a learning contract between __________________________ a student in the MU-SU MSW program, and __________________________ a field practicum agency participating in the MU-SU MSW program.

This document identifies the activities and experiences the student will be involved with during the field practicum. Activities should be related to each of the practice behaviors associated with each of the 10 CSWE Competencies, as outlined in the MU-SU MSW Field Manual. Target dates should be identified for each activity. The learning contract spans fall and spring semesters, with the opportunity to update it in the spring semester.

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
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<tbody>
<tr>
<td>Advocate for client access to the services of social work</td>
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<tr>
<td>Practice personal reflection and self-correction to assure continual professional development</td>
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<tr>
<td>Attend to professional roles and boundaries</td>
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<tr>
<td>Demonstrate professional demeanor in behavior, appearance, and communication</td>
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<tr>
<td>Engage in career-long learning</td>
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<tr>
<td>Use supervision and consultation</td>
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Learning Plan Contract Updates:

________________________________________________________________________
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Notes:

________________________________________________________________________
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________________________________________________________________________
COMPETENCY 2: Apply social work ethical principles to guide professional practice.

<table>
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<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognize and manage personal values in a way that allows professional values to guide practice</td>
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<tr>
<td>Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work Statement of Principles</td>
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<tr>
<td>Tolerate ambiguity in resolving ethical conflicts</td>
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<tr>
<td>Apply strategies of ethical reasoning to arrive at principled decisions</td>
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Learning Plan Contract Updates:

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Distinguish, appraise and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Analyze models of assessment, prevention, intervention, and evaluation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues</td>
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**Learning Plan Contract Updates:**

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**Notes:**
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**COMPETENCY 4: Engage diversity and difference in practice.**

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create/enhance privilege and power</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Recognize and communicate their understanding of the importance of difference in shaping life experiences</td>
<td></td>
<td></td>
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<tr>
<td>View themselves as learners and engage those with whom they work as informants</td>
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**Learning Plan Contract Updates:**

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**Notes:**

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understand the forms and mechanisms of oppression and discrimination</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Advocate for human rights and social and economic justice</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engage in practices that advance social and economic justice</td>
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</table>

**Learning Plan Contract Updates:**

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**Notes:**

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use practice experience to inform scientific inquiry</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use research evidence to inform practice</td>
<td></td>
<td></td>
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</tbody>
</table>

**Learning Plan Contract Updates:**

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**Notes:**

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Critique and apply knowledge to understand person and environment</td>
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**Learning Plan Contract Updates:**

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**Notes:**

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analyze formulate and advocate for policies that advance social well-being</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collaborate with colleagues and clients for effective policy action</td>
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Learning Plan Contract Updates:

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Notes:

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services</td>
<td></td>
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</tr>
<tr>
<td>Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services</td>
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**Learning Plan Contract Updates:**

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**Notes:**

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**COMPETENCY 10 a-d:** (a) Engage with individuals, families, groups, organizations and communities.

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use empathy and other interpersonal skills</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop a mutually agreed on focus of work and desired outcomes</td>
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**Learning Plan Contract Updates:**

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**Notes:**

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COMPETENCY 10 a-d: (b) Assess individuals, families, groups, organizations and communities.

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Collect, organize, and interpret client data</td>
<td></td>
<td></td>
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<tr>
<td>Assess client strengths and limitations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Develop mutually agreed-on intervention goals and objectives</td>
<td></td>
<td></td>
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<tr>
<td>Select appropriate intervention strategies</td>
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Learning Plan Contract Updates:

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**COMPETENCY 10 a-d:** (c) Intervene with individuals, families, groups, organizations and communities.

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Initiate actions to achieve organizational goals</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Implement prevention interventions that enhance client capacities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Help clients resolve problems</td>
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<tr>
<td>Negotiate, mediate, and advocate for clients</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Facilitate transitions and endings</td>
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</tbody>
</table>

**Learning Plan Contract Updates:**

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**Notes:**

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COMPETENCY 10 a-d: (d) Evaluate interventions with individuals, families, groups, organizations and communities

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critically analyze, monitor and evaluate interventions</td>
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Learning Plan Contract Updates:
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SIGNED:

_________________________________________ Date
Faculty Liaison

_________________________________________ Date
Field Instructor

_________________________________________ Date
Task Supervisor (if applicable)

_________________________________________ Date
Student Intern

- 40 -
APPENDIX C
FOUNDATION YEAR EVALUATION FORM

Master of Social Work Program
Foundation Year Evaluation Form

Covering the Period:
[ ] Fall Semester (SWK/SOWK 530) September ___ through Dec. ___, 20___
[ ] Spring Semester (SW/SOWK 531) January _____ through May ___, 20___

Student’s Name: ___________________________________________________________

Field Instructor: ___________________________________________________________

Task Supervisor: ___________________________________________________________

Agency Name: _____________________________________________________________

Phone: __________________ Faculty Liaison: _________________________________

Number of field practicum hours completed to date: __________________________

INSTRUCTIONS: This evaluation instrument is designed to provide input from the field instructor to the
student and faculty liaison about the quality of the student’s performance in the field practicum. The faculty
liaison is responsible for assigning the student’s semester grade on the basis of this evaluation and on the
student’s participation in the field seminar. The field instructor should review the student’s learning
contract before initiating the evaluation. Student performance should be rated on the basis of the established
criteria set forth in the Learning Contract. Evaluation of the student for SWK/SOWK 530 (first semester)
should be reflective of the student’s beginning level of knowledge and skill. Evaluation for SWK/SOWK 531
(second semester) should reflect the student’s advanced knowledge in each performance area.

Instructions to Field Instructor: Please select only one score for each performance area.
1 = Unsatisfactory: The student has not yet developed this skill
2 = Needs Improvement: The student is beginning to recognize how it might be applied in a practice situation.
3 = Acceptable - The student demonstrates the skill at the expected level.
4 = Above average - Higher than average skills are applied fairly consistently.
5 = Outstanding- The skill is a fully integrated part of the student’s practice. Advanced skill level observed.
NYC = Not yet completed
NA = Not applicable

The agency field instructor is required to use the comment section of the evaluation to support and clarify
ratings. Student and agency field instructor are expected to prepare the evaluation together, using this
opportunity to identify areas of mastery, as well as strategies for continued professional development.

STUDENTS: You are responsible for assuring that the evaluation is completed, signed, and submitted to
the field liaison. Your signed field evaluation must be submitted to your faculty liaison by the last
scheduled meeting of your field seminar each semester. You must keep a copy for your records.
Competency 1: Intern identifies as a professional social worker and conducts himself/herself accordingly.

<table>
<thead>
<tr>
<th></th>
<th>FALL</th>
<th>SPRING</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>1.1 Advocates for client access to the services of social work</td>
<td>5 4 3 2 1</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>1.2 Practices personal reflection and self-correction to assure continual professional development.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.3 Attends to professional roles and boundaries</td>
<td></td>
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<tr>
<td>1.4 Demonstrates professional demeanor in appearance</td>
<td></td>
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</tr>
<tr>
<td>1.5 Demonstrates professional demeanor in oral and written communication</td>
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<tr>
<td>1.6 Uses supervision and consultation</td>
<td></td>
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</tbody>
</table>

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
2.1 Recognize and manage personal values in a way that allows professional values to guide practice

2.2 Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work Statement of Principles

2.3 Tolerates ambiguity in resolving ethical conflicts

2.4 Apply strategies of ethical reasoning to arrive at principled decisions

<table>
<thead>
<tr>
<th></th>
<th>FALL</th>
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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Average</td>
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<tr>
<td>2.1</td>
<td>5</td>
<td>4</td>
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</table>

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 3: Intern applies critical thinking to inform and communicate professional judgments.

<table>
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<tr>
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<th>FALL</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>3.1 Distinguish, appraise and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>3.2 Analyze models of assessment, prevention, intervention, and evaluation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.3 Demonstrates effective oral communication in working with individuals, families, groups, organizations, communities and colleagues</td>
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</table>

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 4: Intern engages diversity and difference in practice.

<table>
<thead>
<tr>
<th></th>
<th>FALL</th>
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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>4.1 Recognizes the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>4.2 Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.3 Recognizes and communicates her or his understanding of the importance of difference in shaping life experiences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.4 Views herself or himself as a learner and engages those he or she works with as informants</td>
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**MID-TERM COMMENTS:**

**FINAL COMMENTS:**

- 45 -
Competency 5: Intern advances human rights and social economic justice.

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<tr>
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<th>FALL</th>
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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>5.1 Understands the forms and mechanisms of oppression and discrimination</td>
<td>5 4 3 2 1</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>5.2 Advocates for human rights and social and economic justice</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5.3 Engages in practices that advance social and economic justice</td>
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**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 6: Intern engages in research-informed practice and practice-informed research.

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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
<td>Acceptable</td>
<td>Needs Improvement</td>
<td>Unsatisfactory</td>
<td>Outstanding</td>
<td>Above Average</td>
<td>Acceptable</td>
</tr>
<tr>
<td>6.1 Use practice experience to inform scientific inquiry</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>6.2 Use research evidence to inform practice</td>
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**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 7: Intern applies knowledge of human behavior and the social environment.

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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>7.1 Utilizes conceptual frameworks to guide the processes of assessment, intervention, and evaluation</td>
<td>5 4 3 2 1</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>7.2 Critiques and applies knowledge to understand person and environment</td>
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</table>

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 8: Intern engages in policy practice to advance social and economic well-being and to deliver effective social work services.

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</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Outstanding</td>
<td>Average</td>
<td>Acceptable</td>
</tr>
<tr>
<td>8.1 Analyzes policies that advance social well-being</td>
<td>5</td>
<td>4</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>8.1 Formulates policies that advance social well-being</td>
<td></td>
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<td></td>
<td>5</td>
</tr>
<tr>
<td>8.1 Advocates for policies that advance social well-being</td>
<td></td>
<td></td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>8.2 Collaborates with colleagues and clients for effective policy action</td>
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</table>

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
### Competency 9: Intern responds to contexts that shape practice.

<table>
<thead>
<tr>
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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>9.1 Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>9.2 Provides leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services</td>
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**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
<table>
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<tr>
<th>Competency</th>
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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>10.1 (a) Substantively and affectively prepares for action with individuals, families, groups, organizations, and communities.</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>10.2 (a) Uses empathy and other interpersonal skills</td>
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<tr>
<td>10.3 (a) Develops a mutually agreed on focus of work and desired outcomes</td>
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<tr>
<td>10.1(b) Collect client data</td>
<td></td>
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<tr>
<td>10.1(b) Organize client data</td>
<td></td>
<td></td>
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<tr>
<td>10.1(b) Interpret client data</td>
<td></td>
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<tr>
<td>10.2(b) Assess client strengths and limitations</td>
<td></td>
<td></td>
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<tr>
<td>10.3(b) Develop mutually agreed-on intervention goals and objectives</td>
<td></td>
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<tr>
<td>10.4(b) Select appropriate intervention strategies</td>
<td></td>
<td></td>
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<tr>
<td>10.1(c) Initiate actions to achieve organizational goals</td>
<td></td>
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<tr>
<td>10.2(c) Implement prevention interventions that enhance client capacities</td>
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<td></td>
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<tr>
<td>10.3(c) Helps clients resolve problems</td>
<td></td>
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<tr>
<td>10.4(c) Negotiates, mediates, and advocates for clients</td>
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<td></td>
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<tr>
<td>10.5(c) Facilitate transitions and endings</td>
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<tr>
<td>10.1(d) Critically analyzes interventions</td>
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<tr>
<td>10.1(d) Critically monitors interventions</td>
<td></td>
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<tr>
<td>10.1(d) Critically evaluates interventions</td>
<td></td>
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</table>
MID-TERM COMMENTS:

FINAL COMMENTS:
MID-TERM EVALUATION

The following parties have participated in this evaluation:

Intern: ___________________________ Date: __________
Field Instructor: ______________________ Date: __________
Task Supervisor (if applicable): _______________ Date: __________
Faculty Liaison: ________________________ Date: __________

FINAL EVALUATION

The following parties have participated in this evaluation:

Intern: ___________________________ Date: __________
Field Instructor: ______________________ Date: __________
Task Supervisor (if applicable): _______________ Date: __________
Faculty Liaison: ________________________ Date: __________
This document represents a learning contract between ______________________ a student in the MU-SU MSW program, and ______________________ a field practicum agency participating in the MU-SU MSW program.

This document identifies the activities and experiences the student will be involved with during the field practicum. Activities should be related to each of the practice behaviors associated with each of the 10 CSWE Competencies, as outlined in the MU-SU MSW Field Manual. Additionally, target dates should be identified for each activity. The learning contract spans fall and spring semesters, with the opportunity to update it in the spring semester.

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advocate for client access to the services by identifying unmet needs and by designing programs to address them.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engage in ongoing self-reflective practice including an awareness of and strategies for addressing professional strengths and challenges as areas for professional growth and development.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Practice professional roles and demonstrate professional demeanor including taking responsibility for the development of professional competence and boundaries in field settings.</td>
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**Learning Plan Contract Updates:**

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**Notes:**

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Make ethical decisions and resolve ethical dilemmas in consultation with decision making frameworks, laws, and regulatory guidelines consistent with the standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accept ambiguity in resolving ethical conflicts/dilemmas and employ ethical decision making frameworks to make professional judgments.</td>
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**Learning Plan Contract Updates:**

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**Notes:**

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analyze, synthesize, and evaluate models of assessment, prevention, intervention, and evaluation, and identify best practices.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Apply effective oral and written communication skills in complex situations when working with individuals, families, groups, organizations, communities, and colleagues.</td>
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Learning Plan Contract Updates:

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engage in ongoing self-reflective practice in an effort to address professional strengths and challenges related to working with diverse groups.</td>
<td></td>
<td></td>
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<tr>
<td>Apply an understanding of how societal structures and values may oppress, marginalize, alienate, create or enhance privilege and power and their impact on shaping life experiences.</td>
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<tr>
<td>Engage in relationships with clients that are collaborative, empowering, and strengths based.</td>
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**Learning Plan Contract Updates:**

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Advocate for and promote human rights and nondiscrimination of marginalized social groups at appropriate levels of intervention.</td>
<td></td>
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<tr>
<td>Analyze, assess and address the impact of human rights violations on disadvantaged populations.</td>
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**Learning Plan Contract Updates:**

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply evidence based processes in social work practice and evaluation.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Use research to analyze and evaluate practice effectiveness.</td>
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</table>

**Learning Plan Contract Updates:**

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**Notes:**

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COMPETENCY 7: Apply knowledge of human behavior and the social environment.

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Critique and apply biopsychosocial conceptual frameworks to the process of assessment, intervention, and evaluation in client systems.</td>
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</tbody>
</table>

Learning Plan Contract Updates:

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

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop strategies for influencing policy to affect positive changes in the social environment.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Collaborate with other systems to affect policy change.</td>
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**Learning Plan Contract Updates:**

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

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<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop intervention plans based on the changing locales, populations, scientific and technological developments, and emerging societal trends to improve and/or create new services.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Work collaboratively with others and provide leadership to affect sustainable systemic changes.</td>
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**Learning Plan Contract Updates:**

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**Notes:**
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### COMPETENCY 10 a-d: (a) Engage with individuals, families, groups, organizations and communities.

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Effectively prepare for advanced generalist practice with individuals, families, groups, organizations, and communities utilizing a strengths-based approach that draws on a range of intervention theories as appropriate.</td>
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</tr>
<tr>
<td>Implement a process that encourages client systems to be equal participants in the establishment of treatment goals and expected outcomes.</td>
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**Learning Plan Contract Updates:**

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**Notes:**

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**COMPETENCY 10 a-d:** (b) Assess individuals, families, groups, organizations and communities.

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<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use empirical knowledge, practice wisdom, personal experience, and client characteristics to assess client strengths and limitations.</td>
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<td></td>
</tr>
<tr>
<td>Critique and select appropriate intervention strategies using empirical knowledge, practice wisdom, personal experience, and client characteristics.</td>
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**Learning Plan Contract Updates:**

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COMPETENCY 10 a-d: (c) Intervene with individuals, families, groups, organizations and communities.

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<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Develop clear, timely, and appropriate organizational plans with measurable outcome objectives.</td>
<td></td>
<td></td>
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<tr>
<td>Develop intervention and service plans in conjunction with clients beyond crises towards self-actualizing behaviors and practices.</td>
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Learning Plan Contract Updates:

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**COMPETENCY 10 a-d:** (d) Evaluate interventions with individuals, families, groups, organizations and communities

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Activities/Assignments</th>
<th>Target Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acquire proficiency in analyzing, monitoring and evaluating interventions.</td>
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**Learning Plan Contract Updates:**

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**SIGNED:**

________________________________________________________________________ | Date |
| Faculty Liaison                                                                  | Date |

________________________________________________________________________ | Date |
| Field Instructor                                                                 | Date |

________________________________________________________________________ | Date |
| Task Supervisor (if applicable)                                                  | Date |

________________________________________________________________________ | Date |
| Student Intern                                                                  | Date |
APPENDIX E
CONCENTRATION YEAR EVALUATION FORM

Master of Social Work Program
Concentration Year Evaluation Form

Covering the Period:
[ ] Fall Semester (SWK/SOWK 630) September ____ through Dec. ____, 20____
[ ] Spring Semester (SW/SOWK 631) January _____ through May ____, 20____

Student’s Name: ____________________________________________________________

Field Instructor: ____________________________________________________________

Task Supervisor: ____________________________________________________________

Agency Name: ______________________________________________________________

Phone: ___________________ Faculty Liaison: _________________________________

Number of field practicum hours completed to date: _____________________________

INSTRUCTIONS: This evaluation instrument is designed to provide input from the field instructor to the
student and faculty liaison about the quality of the student’s performance in the field practicum. The faculty
liaison is responsible for assigning the student’s semester grade on the basis of this evaluation and on the
student’s participation in the field seminar. The field instructor should review the student’s learning
contract before initiating the evaluation. Student performance should be rated on the basis of the established
criteria set forth in the Learning Contract. Evaluation of the student for SWK/SOWK 630 (first semester)
should be reflective of the student’s beginning level of knowledge and skill. Evaluation for SWK/SOWK 631
(second semester) should reflect the student’s advanced knowledge in each performance area.

Instructions to Field Instructor: Please select only one score for each performance area.
1 = Unsatisfactory: The student has not yet developed this skill
2 = Needs Improvement: The student is beginning to recognize how it might be applied in a practice situation.
3 = Acceptable - The student demonstrates the skill at the expected level.
4 = Above average - Higher than average skills are applied fairly consistently.
5 = Outstanding - The skill is a fully integrated part of the student’s practice. Advanced skill level observed.
NYC = Not yet completed
NA = Not Available

The agency field instructor is required to use the comment section of the evaluation to support and clarify
ratings. Student and agency field instructor are expected to prepare the evaluation together, using this
opportunity to identify areas of mastery, as well as strategies for continued professional development.

STUDENTS: You are responsible for assuring that the evaluation is completed, signed, and submitted to
the field liaison. Your signed field evaluation must be submitted to your faculty liaison by the last
scheduled meeting of your field seminar each semester. You must keep a copy for your records.
### Competency 1: Intern identifies as a professional social worker and conducts himself/herself accordingly.

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<thead>
<tr>
<th></th>
<th>FALL</th>
<th>SPRING</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>1.1 Advocate for client access to the services by identifying unmet needs and by designing programs to address them.</td>
<td>5 4 3 2 1</td>
<td>5 4 3 2 1</td>
</tr>
<tr>
<td>1.2 Engage in ongoing self-reflective practice including an awareness of and strategies for addressing professional strengths and challenges as areas for professional growth and development.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1.3 Practice professional roles and demonstrate professional demeanor including taking responsibility for the development of professional competence and boundaries in field settings.</td>
<td></td>
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</tbody>
</table>

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 2: Intern applies social work ethical principles to guide his or her professional practice.

<table>
<thead>
<tr>
<th></th>
<th>FALL</th>
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</thead>
<tbody>
<tr>
<td>Outstanding</td>
<td>Above Average</td>
<td>Acceptable</td>
</tr>
<tr>
<td></td>
<td>5</td>
<td>4</td>
</tr>
</tbody>
</table>

2.1 Make ethical decisions and resolve ethical dilemmas in consultation with decision making frameworks, laws, and regulatory guidelines consistent with the standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work Statement of Principles.

2.2 Accept ambiguity in resolving ethical conflicts/dilemmas and employ ethical decision making frameworks to make professional judgments.

**Mid-term Comments:**

**Final Comments:**

- 69 -
### Competency 3: Intern applies critical thinking to inform and communicate professional judgments.

<table>
<thead>
<tr>
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<th>FALL</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>3.1 Analyze, synthesize, and evaluate models of assessment, prevention, intervention, and evaluation, and identify best practices.</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>3.2 Apply effective oral and written communication skills in complex situations when working with individuals, families, groups, organizations, communities, and colleagues.</td>
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</table>

**Mid-Term Comments:**

**Final Comments:**
### Competency 4: Intern engages diversity and difference in practice.

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<tr>
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</thead>
<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
<td>Acceptable</td>
<td>Needs Improvement</td>
<td>Unsatisfactory</td>
<td>Outstanding</td>
<td>Above Average</td>
<td>Acceptable</td>
</tr>
<tr>
<td>4.1 Engage in ongoing self-reflective practice in an effort to address professional strengths and challenges related to working with diverse groups.</td>
<td>5 4 3 2 1</td>
<td></td>
<td></td>
<td></td>
<td>5 4 3 2 1</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.2 Apply an understanding of how societal structures and values may oppress, marginalize, alienate, create or enhance privilege and power and their impact on shaping life experiences.</td>
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<tr>
<td>4.3 Engage in relationships with clients that are collaborative, empowering, and strengths-based.</td>
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</table>

**Mid-term Comments:**

**Final Comments:**
Competency 5: Intern advances human rights and social economic justice.

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<thead>
<tr>
<th></th>
<th>FALL</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>5.1 Advocate for and promote human rights and nondiscrimination of marginalized social groups at appropriate levels of intervention.</td>
<td>5</td>
<td>4</td>
</tr>
<tr>
<td>5.2 Analyze, assess, and address the impact of human rights violations on disadvantaged populations.</td>
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**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 6: Intern engages in research-informed practice and practice-informed research.

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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
</tr>
<tr>
<td>6.1 Apply evidence-based processes in social work practice and evaluation.</td>
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</tr>
<tr>
<td>6.2 Use research to analyze and evaluate practice effectiveness.</td>
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</table>

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 7: Intern applies knowledge of human behavior and the social environment.

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<tbody>
<tr>
<td>Outstanding</td>
<td>5</td>
<td>5</td>
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<tr>
<td>Above Average</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Acceptable</td>
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<tr>
<td>Needs Improvement</td>
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<td>2</td>
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<tr>
<td>Unsatisfactory</td>
<td>1</td>
<td>1</td>
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<tr>
<td>Not Yet Complete</td>
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</tbody>
</table>

7.1 Critique and apply bio-psychosocial conceptual frameworks to the process of assessment, intervention, and evaluation in client systems.

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 8: Intern engages in policy practice to advance social and economic well-being and to deliver effective social work services.

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<tbody>
<tr>
<td></td>
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<td>4</td>
</tr>
</tbody>
</table>

8.1 Develop strategies for influencing policy to affect positive changes in the social environment.

8.2 Collaborate with other systems to affect policy change.

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 9: Intern responds to contexts that shape practice.

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<tr>
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<tbody>
<tr>
<td></td>
<td>Outstanding</td>
<td>Above Average</td>
<td>Acceptable</td>
<td>Needs Improvement</td>
<td>Unsatisfactory</td>
<td>Outstanding</td>
<td>Above Average</td>
<td>Acceptable</td>
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<tr>
<td>9.1</td>
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<td>4</td>
<td>3</td>
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<td>5</td>
<td>4</td>
<td>3</td>
</tr>
</tbody>
</table>

9.1 Develop intervention plans based on the changing locales, populations, scientific and technological developments, and emerging societal trends to improve and/or create new services.

9.2 Work collaboratively with others and provide leadership to affect sustainable systematic changes.

**MID-TERM COMMENTS:**

**FINAL COMMENTS:**
Competency 10: Intern engages, assesses, intervenes and evaluates with individuals, families, groups, organizations, and communities.

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<tr>
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<tr>
<td></td>
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<td>3</td>
<td>2</td>
<td>1</td>
<td>5</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>10.1 (a) Effectively prepare for advanced generalist practice with individuals, families, groups, organizations, and communities utilizing a strengths-based approach that draws on a range of intervention theories as appropriate.</td>
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<tr>
<td>10.2 (a) Implement a process that encourages client systems to be equal participants in the establishment of treatment goals and expected outcomes.</td>
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<tr>
<td>10.1 (b) Use empirical knowledge, practice wisdom, personal experience, and client characteristics to assess client strengths and limitations.</td>
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<tr>
<td>10.2 (b) Critique and select appropriate intervention strategies using empirical knowledge, practice wisdom, personal experience, and client characteristics.</td>
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<tr>
<td>10.1 (c) Develop clear, timely, and appropriate organizational plans with measurable outcome objectives.</td>
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<tr>
<td>10.2 (c) Develop interventions and service plans in conjunction with clients and beyond crises towards self-actualizing behaviors and practices.</td>
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<tr>
<td>10.1 (d) Acquire proficiency in analyzing, monitoring, and evaluating interventions.</td>
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**MID-TERM COMMENTS:**
FINAL COMMENTS:
MID-TERM EVALUATION

The following parties have participated in this evaluation:

Intern: ________________________________ Date: __________

Field Instructor: ___________________________ Date: __________

Task Supervisor (if applicable): _______________ Date: __________

Faculty Liaison: ___________________________ Date: __________

FINAL EVALUATION

The following parties have participated in this evaluation:

Intern: ________________________________ Date: __________

Field Instructor: ___________________________ Date: __________

Task Supervisor (if applicable): _______________ Date: __________

Faculty Liaison: ___________________________ Date: __________
# Appendix F

## Hours Report Form for Field Practicum

![Logo: Millersville University and Shippensburg University]

### Master of Social Work Program

**Hours Report Form for Field Practicum**

<table>
<thead>
<tr>
<th>Student Name</th>
<th>Dates Covered</th>
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<tbody>
<tr>
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</table>

<table>
<thead>
<tr>
<th>Agency Name</th>
<th>Field Instructor</th>
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</thead>
<tbody>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Task Supervisor (if applicable)</th>
<th>Field Liaison</th>
</tr>
</thead>
<tbody>
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</tbody>
</table>

### Practicum Hours Worked (Fill out table below. Include supervision hours and time spent in Field Seminar.)

<table>
<thead>
<tr>
<th>Date</th>
<th>Start Time</th>
<th>End Time</th>
<th>Total Hrs.</th>
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</thead>
<tbody>
<tr>
<td></td>
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**TOTALS:**

**CUMULATIVE TOTAL:**

**HOURS REMAINING:**

<table>
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<th>Student Signature</th>
<th>Date</th>
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<tr>
<th>Field Instructor Signature</th>
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<th>Task Supervisor Signature (if applicable)</th>
<th>Date</th>
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</table>
1. Please report the number of client systems with whom you have had significant contact this month and briefly describe your interactions with them (interview, assessment, consultation, etc.).

How many of these client systems involve on-going relationships?

2. Have you participated in any group work (facilitated, co-facilitated, and/or observed)? If so, please briefly describe these activities.

3. Describe any other significant events that occurred this month (e.g., participated in staff meeting, attended training).

4. Please indicate the days/times of supervision this month:

Dates and times that weekly supervision occurred:
Date: ____________________ Time: ____________________
Date: ____________________ Time: ____________________
Date: ____________________ Time: ____________________
Date: ____________________ Time: ____________________
Date: ____________________ Time: ____________________

If you did not receive at least one hour of in-person weekly supervision any week of this month, why not?

5. Are there any concerns and/or issues that you would like to discuss with your liaison?

6. Provide a brief description of the Curriculum Competencies and Practice Behaviors addressed during the month.
Students enrolled in the MU/SU MSW Program may be interested in pursuing a work-based practicum. To facilitate this arrangement, the student must:

- Indicate this plan in the initial survey form, identifying the agency being considered.
- Discuss this plan with the Field Co-Coordinator.
- Complete the form, below, in collaboration with the proposed Field Instructor (FI).
- Complete the Field Contact Form.
- Facilitate the FI’s completion of the FI Application.
- Return this form, the Field Contact Form, and the FI Application to the Field Co-Coordinator.

The Field Co-Coordinator at Millersville or Shippensburg University will review these materials and assess the appropriateness of the proposed practicum.

Requirements of a work-based practicum are detailed in the Field Manual (available electronically on the Social Work Department web page). At minimum, a work-based practicum must meet the following conditions:

- The agency employs full-time MSW social work staff.
- An individual with an MSW and at least two years post-MSW experience must be available as a Field Instructor (FI).
- The FI may not have supervised the student in the past.
- The proposed field practicum assignment must differ significantly from previous employment or field practicum experience in the agency (i.e., the student and employee roles must be distinct).
- Proposed field practicum assignment must meet curriculum requirements.
- Students must do practicum hours in a minimum of four-hour blocks of time.
- Employed practicum is considered for only one of the two required practicums.
- Agency administrators must commit to relieve the employed students of their normal duties for the period of time they are assigned to the field practicum.
- Paid practicum requests are reviewed by and can only be approved by the Field Co-Coordinators with final approval from the Program Co-Directors.

It is likely that both students and potential FIs will have additional questions pertaining to their respective roles and responsibilities. Please do not hesitate to contact the Field Co-Coordinators.
Please provide a description of the agency (location, size, personnel, population served).

Please provide a detailed description of your current work role. What do you do? What is your schedule? How many hours do you work? Who is your supervisor?

Describe your proposed practicum and identify your proposed Field Instructor. Be sure to carefully describe the ways in which your student role will offer you learning opportunities that are distinct from the responsibilities associated with your employee role.

An expectation of all field experiences is that they will provide micro, mezzo (in the fall), and macro (in the spring) social work opportunities. Please discuss the ways in which this proposed practicum will meet this requirement.
Foundation students are required to dedicate 16 hours a week to their field practicum; concentration students, 20 hours in the fall semester and 18 hours in the spring semester. Please outline your proposed schedule, which will balance work and practicum time requirements.

Complete the schedule below to indicate your proposed schedule which will accommodate your work, practicum, and course requirements.

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Student ______________________________________ Date ____________

Field Instructor ____________________________ Date ____________

Task Supervisor (if applicable) ____________________________ Date ____________

Regular Work Supervisor ____________________________ Date ____________

Agency Administrator ____________________________ Date ____________

Field Co-Coordinator ____________________________ Date ____________

MSW Program Co-Coordinator ____________________________ Date ____________

These signatures indicate that all parties agree and support the proposal presented above. This document should be submitted along with a signed Approval Memo. Final approval of the practicum site is dependent upon review and approval by the Field Co-Coordinator and MSW Program Co-Coordinator. NOTE: This form is in Word format. Please type your responses, sign them (both student and proposed FI), and return them to the Field Co-Coordinator.
Requirements of a work-based practicum are detailed in the Field Manual. The minimum requirements for a work-based placement appear on the first page of the Employment-Based Placement Proposal Form. The purpose of this memorandum is to ensure that all parties understand and agree that the proposed field placement meets these minimum requirements.

Agency Administrator and Work Supervisor: I understand the minimum requirements for an employment-based field placement. The agency has a full-time social worker with an MSW who has at least two years post-MSW practice experience, is available as field instructor, and has not supervised the student in the past as an employee or student. The field practicum assignment outlined in this proposal differs significantly from the student’s previous employment or field practicum experience in the agency. The agency is committed to relieving the employee of his/her normal duties for the period of time assigned to the field practicum, and these duties are assigned in minimum of four-hour blocks of time. Please indicate your proposed schedule on the following page.

______________________________________________  ______________
Agency Administrator                           Date

______________________________________________  ______________
Work Supervisor                                Date

Proposed Field Instructor: I understand the minimum requirements for an employment-based field placement. I hold a Master of Social work and have at least two years post-MSW practice experience. I have not supervised the student in the past. I agree to supervise this student for the field practicum portion of his/her time with the agency and to ensure that the student’s duties for field differ significantly from the student’s previous employment or field practicum experience in this agency. I have reviewed this proposal and the proposed schedule and I agree to supervise the student according to its terms and conditions.

______________________________________________  ______________
Proposed Field Instructor                       Date

Student: I have read the minimum requirements for an employment-based field placement. I agree to abide by all requirements. I certify that the duties outlined in this proposal differ significantly from any previous employment or field practicum assignments for this agency. I understand that I must perform my field practicum duties in four-hour blocks of time. I understand that violation of these policies can result in discontinuance of my field placement at this agency.

______________________________________________  ______________
Student                                        Date

Approvals:

______________________________________________  ______________
Field Coordinator                               MSW Program Co-Coordinator
- 85 -
## Contact Information

Full Name: ________________________________________ Date: ____________

Last First M.I.

Agency: ____________________ Department/Unit/Program: __________________

Title/Position: ____________________

Mailing Address:

<table>
<thead>
<tr>
<th>Street Address</th>
<th>Department/Floor/Suite</th>
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</table>

City State ZIP Code

Is the physical address different from the mailing address? ___ YES ___ NO

If so, please provide:

<table>
<thead>
<tr>
<th>Street Address</th>
<th>City</th>
<th>State</th>
<th>ZIP Code</th>
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</thead>
<tbody>
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</tbody>
</table>

Work Phone: ____________________ Email Address: ____________________

Cell Phone (optional): ____________________ Fax: ____________________

## Education and Credentials

Bachelor Institution: ____________________________________________________

Field of Study: __________ Degree Acquired: __________ DateReceived: ________

CSWE Accredited? Yes NO

Masters Institution: _____________________________________________________

Field of Study: __________ Degree Acquired: __________ Date Received: ________

CSWE Accredited? Yes NO

Ph.D./Advanced Degree Institution: ______________________________________

Field of Study: __________ Degree Acquired: __________ Date Received: ________

Other Degrees and/or Certifications: ______________________________________

Professional Credentials (check all that apply):

___ ACSW Date: ____________ ___ LCSW Date: ____________

___ LSW Date: ____________ ___ Other (please specify): ____________ Date: ____________

Professional Memberships:

_______________________________________________________________________

_______________________________________________________________________
Field Instruction Information

How many years of social services experience do you have? __________________

Have you previously been a field instructor for undergraduate social work students?
___ YES   ___ NO
   Approximately how many have you supervised? _______________________
   For which institution(s)? ____________________________________________

Have you previously been a field instructor for graduate social work students?
___ YES   ___ NO
   Approximately how many have you supervised? _______________________
   For which institution(s)? ____________________________________________

Have you previously been a supervisor for students obtaining other degrees?
___ YES   ___ NO
   Please describe: ____________________________________________________

Is this your first time supervising a Millersville university social work student?
___ YES   ___ NO

Is this your first time supervising a Shippensburg University social work student? ___ YES   ___ NO

Please indicate which students you are interesting in supervising (check all that apply):
   ___ BSW students (1 semester; 450 hours total)
   ___ MSW students (2 semesters; 400 or 500 hours total)

Please list any training and/or teaching experience:

How do you best describe your area of expertise (both skills and field of practice)?

How do you hope to benefit by supervising a social work student? Why are you interested in being a field instructor?
I certify that my answers are true and complete to the best of my knowledge. I understand that, as a field instructor, I will need to provide regular supervision and complete required trainings (please see program field manual for details).

______________________________  ________________________
Signature                                    Date

Please return to the appropriate campus via mail, fax, or email (contact us for email information):

Shippensburg University           Millersville University
Department of Social Work & Gerontology    Department of Social Work
Field Coordinator                  Field Coordinator
1871 Old Main Drive               P. O. Box 1002
Shippensburg, PA  17257           Millersville, PA  17551
Phone: (717) 477-1717             Phone: (717) 872-3739
Fax: (717) 477-4051               Fax: (717) 872-3959

Date Approved: ______________    Initials: _______
APPENDIX K
STUDENT EVALUATION OF FIELD PRACTICUM FALL SEMESTER

MU SU MSW Program
Student Evaluation of Field Practicum
Fall _________

Name of Agency ________________________________________________________________

Name of Student __________________________________________________________________

Name of Field Instructor __________________________________________________________

Please respond to the following questions and submit this completed survey to your Field Liaison. (Type in responses and edit the form as necessary)

The Field Co-Coordinator will consider this feedback while planning for future placements. We will ask you to complete a similar form at the end of the Spring Semester.

You and your Field Liaison will share the information you provide below into meetings with your Field Instructor at the beginning of the Spring Semester. If you would like some of your thoughts to remain confidential, please be sure to indicate within your responses.

Reflect on your Fall Semester at your practicum site...

Is the field experience consistent with the MU SU Program Goals? Which goals are most closely met? Which ones need more attention?

Has your field experience enabled you to meet your Curriculum Competencies and Practice Behaviors? That is, are you “getting what you need” from your field experience? If not, why not?

Has your agency welcomed you into the organization, understanding and respecting your role as STUDENT?
Have you received enough support and instruction? Please elaborate.

Has your placement provided you with ample opportunity to experience individual and small group social work practice? Please provide examples and/or discuss barriers that prohibited you from engaging these learning experiences.

What are some strengths of your placement? What has it taught you so far?

Please identify at least one area for development. You might identify a new learning objective for yourself and/or indicate ways in which your placement might better accommodate your learning.

Anything else you would like us to know?

THANK YOU FOR YOUR FEEDBACK.
APPENDIX L
STUDENT EVALUATION OF FIELD PRACTICUM SPRING SEMESTER

MU SU MSW Program
Student Evaluation of Field Practicum
Spring ________

Name of Agency ____________________________________________

Name of Student ____________________________________________

Name of Field Instructor ______________________________________

Please respond to the following questions and submit this completed survey to your Field Liaison. (Type in responses and edit the form as necessary)

The Field Co-Coordinator will consider this feedback while planning for future placements.

If you would like some of your thoughts to remain confidential, please be sure to indicate within your responses.

Reflect on your Spring Semester at your practicum site...

Has your field experience enabled you to meet your Curriculum Competencies and Practice Behaviors? That is, are you “getting what you need” from your field experience?

Were there significant changes or differences between your experience in the Fall Semester and your experience in the Spring Semester at your field placement? Were they positive or negative?

Did you encounter any barriers during your field experience? Were you able to overcome them? Please elaborate.

Has your agency welcomed you into the organization, understanding and respecting your role as STUDENT? Was this different from your Fall Semester experience?
Would you recommend other MSW students to this field practicum site? Is it better suited as foundation year or concentration year site? If yes, please elaborate.

Please identify at least one unexpected lesson you learned either this semester or over the academic year at your field placement. This may have been something you learned that was not on your learning contract.

Did your field experience help to direct your future social work practice goals and/or field placement for next year?

Anything else you would like us to know?

THANK YOU FOR YOUR FEEDBACK.
STUDENT EVALUATION OF FIELD INSTRUCTOR

Student's Name

Fall Evaluation Date Spring Evaluation Date

Agency Department

Field Instructor's Name and Position

Field Supervision

1. Describe the arrangements for your field supervision (individual, group, formal, informal, frequency, duration, topics discussed).

Fall:

Spring:

2. Describe the ways in which the conferences are helpful. Recommendation for changes?

Fall:

Spring:
## EVALUATION OF FIELD INSTRUCTOR

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<tr>
<th></th>
<th>Very Good</th>
<th>Satisfactory</th>
<th>Somewhat Unsatisfactory</th>
<th>Un satisfactory</th>
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<tr>
<td></td>
<td>Fall</td>
<td>Spring</td>
<td>Fall</td>
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<tr>
<td>A.</td>
<td>Facilitated the process of integration into the agency system.</td>
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<td>B.</td>
<td>Encouraged and supported attendance at staff meetings, seminars and workshops.</td>
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<td>C.</td>
<td>Encouraged and supported learning about community resources, including visits to other agencies.</td>
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<tr>
<td>D.</td>
<td>Facilitated my understanding and use of agency policies and procedures.</td>
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<tr>
<td>E.</td>
<td>Encouraged my critical assessment, appraisal and evaluation of my work with clients.</td>
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<tr>
<td>F.</td>
<td>Provided clear, understandable feedback on an on-going basis.</td>
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<td>G.</td>
<td>Facilitated learning of specific practice skills.</td>
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<td>H.</td>
<td>Was clear and consistent about the expectations of this placement.</td>
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<td>I.</td>
<td>Was accessible to answer my questions and concerns.</td>
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<td>J.</td>
<td>Assisted me in the process of academic and field experience.</td>
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<tr>
<td>K.</td>
<td>Encouraged and engaged in mutual assessment of learning needs, expectations and progress on an on-going basis.</td>
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<tr>
<td>L.</td>
<td>Encouraged identification with professional values and encouraged professional behavior consistent with those values.</td>
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</table>
STUDENT' COMMENTS: Please make any comments or give examples which would further clarify or expand on your ratings (e.g., teaching methods, areas of strengths and weaknesses, suggestions for changes).

Fall:

Spring:
FIELD INSTRUCTOR'S COMMENTS:
Mid-Term:

Final:

Fall Signatures:

__________________________________________  ______________________________
Student                                      Field Instructor

__________________________________________
Faculty Liaison

Spring Signatures:

__________________________________________  ______________________________
Student                                      Field Instructor

__________________________________________
Faculty Liaison
APPENDIX N
SOCIAL WORK FIELD PLACEMENT AGENCY INFORMATION FORM

Social Work Field Placement Agency Information Form

Agency Information

Agency Name: ___________________________________________________________

Mailing Address: _________________________________________________________

Street Address

Department/Floor/Suite

City

State

ZIP Code

Is the physical address different from the mailing address?  ___ YES  ___ NO

If so, please provide: _______________________________________________________

Street Address

Department/Floor/Suite

City

State

ZIP Code

Phone: __________________ Fax: __________________ Website: __________________

Standard Setting or Licensing Body for Agency, if applicable: ______________________

Does the agency have current approval/license from this body?  ___ YES  ___ NO

Hours of Operation:

Monday ___________  Thursday ___________  Saturday ___________

Tuesday ___________  Friday ___________  Sunday ___________

Wednesday __________

Agency Personnel

Agency Administrator: _____________________________________________________

Title: __________________________ Phone: ______________ Email: ______________

Agency Contact Person for Field Placements: _________________________________

Title: __________________________ Phone: ______________ Email: ______________

Does the agency employ staff with Bachelors-level social work degrees (BSW, BASW)?
Does the agency employ staff with Masters-level social work degrees (MSW)?
___ YES ___ NO

---

**Student Information**

Please indicate which students you would be willing to host (check all that apply):
___ BSW students (1 semester; 450 hours total)
___ MSW students (2 semesters; 400 or 500 hours total)

Please indicate any requirements for placement at your agency (check all that apply):
___ Child Abuse History Clearance
___ Criminal Record Check
___ FBI Background Check
___ Medical Clearance
___ Tuberculosis Test
___ Drug Test
___ Other (please specify): ___________________________________________________________________

Is a car a necessity?  ___ YES   ___ NO
Is there mileage reimbursement?  ___ YES   ___ NO

Does your agency offer or require evening and/or weekend hours for student placements?
___ YES ___ NO
If so, please explain:

---

**Agency Description**

How would you describe the type of agency (check all that apply)
___ Addictions
___ Aging/Geriatric Services
___ Chemical Dependency
___ Child Welfare
___ Community Health
___ Correctional/Criminal Justice
___ Education/School
___ Other (Specify): _______________
___ Health Care
___ Housing
___ Mental Health/Behavioral Health
___ Occupational/Industrial
___ Physical Disabilities
___ Public Welfare
___ Victim Services
___ Youth Services

Where are your agency’s services provided? (check all that apply)
___ Agency-Based
___ Community-Based
___ Day Treatment
___ Home-Based
___ Other (Please specify):
___ Inpatient
___ Outpatient
___ Residential

What types of services does your agency provide? (check all that apply)
Agency Population Served
Please describe the client/consumer population(s) served by the agency (age, gender, socioeconomic status, race, religion, ethnicity, sexual orientation, language, culture, etc):
Additional Information Related to Field Placement

Student Roles and Expectations
Describe in detail the professional roles and practice activities that you propose to provide and expect from the student. Please indicate any differences for BSW and MSW students. (You may attached a “job description” if you have one available.)

Resources
Describe your intent and ability to provide resources for the student (office space, telephone, computer, agency orientation, email account, supplies, practice space, access to agency database, etc.):

Liability
Describe any liability issues that are of concern to you and/or that a student should be made aware of prior to placement:

Limitations
Describe any limitations that would be placed upon a student’s learning activities for whatever reason:
Other
Please include any additional information about your agency and/or areas of concern not addressed above:

Thank you for taking the time and effort to complete this request for information. It will be used in determining the appropriateness of your agency for a learning experience for our students. It will also be used by our students as an introduction to your agency when making a choice for their field placements. We recommend that you interview students prior to offering a field placement.

Please submit any other documents, brochures, or handouts that would be helpful in understanding your agency.

If there are any significant changes in this information after submission of this form, please update us as soon as possible. Please complete the information below to indicate that the form is accurate.

______________________________________________  ____________________
Name                                                Date
______________________________________________
Title

Please return to the appropriate campus via mail, fax, or email (contact us for email information):

Shippensburg University                              Millersville University
Department of Social Work & Gerontology               Department of Social Work
Field Coordinator                                     Field Coordinator
1871 Old Main Drive                                    P. O. Box 1002
Shippensburg, PA 17257                                 Millersville, PA 17551
Phone: (717) 477-1717                                  Phone: (717) 872-3739
Fax: (717) 477-4051                                    Fax: (717) 872-3959

For Field Use Only:
Date Received: ____________  Initials: ______
Date of Site Visit: ____________  Initials: ______
Notes:
Millersville University/Shippensburg University
Master of Social Work Program
Field Contact Information Form

Student Name:

Student Phone Numbers (cell, agency office, work, home etc.):

Student e-mail address:

Agency Name:

Agency Supervisor’s Name (i.e. Field Instructor):

Agency Supervisor’s e-mail address:

Agency Address:

Agency Phone Number:

Agency Fax Number:

Agency Web Site (if applicable):

I acknowledge that my confirmed placement is completely separate from my employment. Further, I confirm that I have discussed the scheduling of this field placement with my field instructor and employer and both are aware of the other’s work/placement requirements, with the understanding that I must create a schedule in which the hours do not conflict.

Signed: __________________________________________________________

Date: ___________________________________________________________________