



Texas A&M University-
Commerce School of
Social Work

**MSW Concentration Field Practicum (SWK 554)
Learning Contract & Evaluation Form**

Please indicate which semester of field you are enrolled in

First Semester _____

Second Semester _____

Third Semester _____

Student Name: _____

Semester/Year: _____

Agency: _____

Faculty Liaison: _____

Field Instructor: _____

On-Site Supervisor (if applicable) _____

The Learning Contract is a tool to guide the field practicum experience. The Learning Contract incorporates learning objectives, agency goals and learning opportunities for the student along with the student's individual learning goals and objectives within the field agency. In the instance whereas an agency may not have services available to help the student meet all the required learning objectives, field instructors may identify and utilize opportunities outside of the agency.

The Advanced Generalist Field Practicum is intended to provide students with opportunities to learn and assume AGP roles such as broker, facilitator, mediator, advocate, case manager, educator, researcher, administrator, clinician, and program evaluator. By the final (3rd) semester of the AGP field, students are expected to demonstrate the integration of social work values, knowledge, and skills with complex problems and situations and reflect their ability to practice independently and autonomously. The following are the MSW program goals:

1. Prepare MSW graduates for professional advanced generalist practice that reflects

application and integration of critical thinking, theoretical frameworks, and differential interventions.

2. Enable MSW graduates to apply ethical reasoning to advance equality, justice, and social change.
3. Promote leadership and service that is relevant to individual contexts of practice and enhances well-being and quality of life.

Instruction for Completing the Learning Contract

The student, in collaboration with the field instructor and/or on-site task supervisor (when applicable) completes the initial learning plan. The learning contract is a fluid tool available for review during weekly supervision sessions allowing opportunities to gauge progress and measure of achievement for the evaluation process. Understanding that activities, tasks and behaviors are subject to change during the semester, should the Learning Contract change at any time, please indicate changes directly on the Learning Contract.

The Learning Contract form also provides both mid-term and final assessments of students' attainment of learning objectives, agency goals and learning opportunities outlined in the initial plan.

Instructions for Rating Students Interns on the 12 competencies in the First Part of the Evaluation:

The 12 competencies specified in this evaluation form are those established Council on Social Work Education (CSWE) the national accrediting association for social work education. Each competency consists of applicable practice behaviors. Please rate the student using the rating scale below on each of the practice behaviors listed.

- 5 =** Excellent (advanced competence/proficient in activity)
- 4 =** Good (competent in activity)
- 3 =** Average (met expectations - emerging competent)
- 2 =** Fair (met minimal expectations - but insufficient)
- 1 =** Poor (Did not meet expectations)
- n/a** Not applicable, as the intern has not had the opportunity to demonstrate competence in this area

Note that the scale represents assessment *up to that point in the semester* and indicates the student's growth in each competency via completion of learning activities

The above scale does NOT represent points for total "score" constituting a "grade" for the course

* While you may provide comments under any competency statement, explanation is required for any

rating under three (3). It is helpful in assessing a student's progress if you can indicate those areas where the student is particularly strong and areas needing improvement.

This evaluation provides the student feedback about her or his performance. The faculty liaison has responsibility of assigning the grade for field instruction. Assignment of a final grade in the course is based on:

- (1) The Faculty Liaison's overall evaluation of the student's performance in the field placement in conjunction with the field instructor's evaluation
- (2) Attendance and participation in field seminar as outlined in the course syllabi
- (3) Submission of required materials such as: intern logs, seminar participation; papers that integrate field with classroom instruction.

If you prefer to use another evaluation system **in addition** to this form to evaluate a student's performance, please discuss this with the faculty supervisor.

Competency AGP 2.1.1 Exemplify professional social work behavior and standards

	Professional Behavior	Mid-Term	Final
2.1.1.a	Employs conscious use of self, self-reflection, self-monitoring and self-correction in practice situations	_____	_____
2.1.1.b	Models professional demeanor in behavior and communications	_____	_____
2.1.1.c	Adheres to professional roles and boundaries	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, "How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?"

List below the learning activities that will reflect the corresponding professional behaviors:

- 2.1.1.a
- 2.1.1.b
- 2.1.1.c

Competency AGP 2.1.2 Apply social work ethical principles to resolve dilemmas and create positive change

Professional Behavior	Mid-Term	Final
2.1.2.a Articulates and advocates social work values and ethics among interdisciplinary situations and settings	_____	_____
2.1.2.b Strategically uses supervision and consultation to address ethical dilemmas in practice	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.2.a
- 2.1.2.b

Competency AGP 2.1.3 Critically analyze practice situations and communicate judgments and reasoning through decision-making processes

Professional Behavior	Mid-Term	Final
2.1.3.a Applies professional judgment and reasoning	_____	_____
2.1.3.b Synthesizes and effectively communicates relevant information to others	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.3.a
- 2.1.3.b

Competency AGP 2.1.4 Demonstrates the ability to build strengths based on mutual engagement with diverse populations

	Professional Behavior	Mid-Term	Final
2.1.4.a	Refrains from acting upon biases and values as they relate to diverse groups	_____	_____
2.1.4.b	Modifies and adapts traditional interventions to meet the needs of diverse and oppressed populations	_____	_____
2.1.4.c	Applies strengths and empowerment strategies as with diverse groups	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.4.a
- 2.1.4.b
- 2.1.4.c

Competency AGP 2.1.5 Demonstrate commitment to strategies that address discrimination, reduce disparities and promote social and economic justice

	Professional Behavior	Mid-Term	Final
2.1.5.a	Actively promotes opportunities and participation of diverse constituents	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.5.a

Competency AGP 2.1.6 Contribute to evidence-based practice approaches to assess and improve effectiveness

	Professional Behavior	Mid-Term	Final
2.1.6.a	Uses research and evaluation to assess intervention, efficacy and effectiveness	_____	_____
2.1.6.b	Develops and shares data to enhance best practices and professional knowledge	_____	_____
2.1.6.c	Uses evidence-based research findings to improve practice	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.6.a
- 2.1.6.b
- 2.1.6.c

Competency AGP 2.1.7 Differentially apply theories and frameworks of HBSE

	Professional Behavior	Mid-Term	Final
2.1.7.a	Translates empirically-supported human behavior theories and conceptual frameworks into practice at all levels	_____	_____
2.1.7.b	Uses appropriate assessment and intervention strategies grounded in human behavior theories and conceptual frameworks	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.7.a
- 2.1.7.b

Competency AGP 2.1.8 Promotes social policies to improve service delivery systems

	Professional Behavior	Mid-Term	Final
2.1.8.a	Interfaces with colleagues, client systems, and agencies to promote effective use of policies (i.e. policy practice)	_____	_____
2.1.8.b	Identifies impact of policies from various systems on clients and advocates on behalf of client systems	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.8.a
- 2.1.8.b

Competency AGP 2.1.9 Use leadership skill to respond, influence and shape changing contexts

	Professional Behavior	Mid-Term	Final
2.1.9.a	Demonstrates leadership in changing contexts of social, organizational and community environments	_____	_____
2.1.9.b	Knows leadership skills necessary for community decision-making processes	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.9.a
- 2.1.9.b

Competency AGP 2.1.10 [1]-[4] Demonstrates autonomy in dynamic practice situations that involve [1] relationship building at all levels of systems; [2] evidence-based assessment tools and intervention approaches; [3] effective intervention with complex problems and prevention and [4] response to the feedback process from interventions

[1] Relationship Building at All Levels

Professional Behavior	Mid-Term	Final
2.1.10.1.a Uses empathy with other interpersonal skills	_____	_____
2.1.10.1.b Builds trust with all levels of systems	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.10.1a
- 2.1.10.1b

[2] Evidence-based assessment tools and intervention approaches

Professional Behavior	Mid-Term	Final
2.1.10.2.c Collects, organizes, and interprets client data	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.10.2.c

[3] Effective intervention with complex problems and prevention strategies

Professional Behavior		Mid-Term	Final
2.1.10.3.d	Assesses client systems' strengths and limitations	_____	_____
2.1.10.3.e	Select appropriate intervention strategies	_____	_____
2.1.10.3.f	Demonstrates one's ability to move a client system through the practice intervention process	_____	_____
2.1.10.3.g	Assists clients to resolve problems	_____	_____
2.1.10.3.h	Facilitates transitions and endings	_____	_____
2.1.10.3.i	Negotiates, mediates & advocates for clients systems	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.10.3.d
- 2.1.10.3.e
- 2.1.10.3.f
- 2.1.10.3.g
- 2.1.10.3.g
- 2.1.10.3.h
- 2.1.10.3.i

[4] Responds to feedback process from interventions

	Professional Behavior	Mid-Term	Final
2.1.10.4.j	Critically analyzes, monitors and evaluates interventions	_____	_____
2.1.10.4.k	Assesses, intervenes and evaluates complex problems with all systems	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behaviors:

- 2.1.10.4.j
- 2.1.10.4.k

Competency AGP 2.1.11 Develop leadership skills as advanced generalist practitioner to enhance organizations and communities

	Professional Behavior	Mid-Term	Final
2.1.11	Becomes increasingly proactive in recommending constructive change in organizations and communities	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behavior

- 2.1.11

Competency AGP 2.1.12 Becomes increasingly proactive in recommending constructive change in organizations and communities

Professional Behavior	Mid-Term	Final
2.1.12 Demonstrates innovative problem-solving and organizational systems	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the questions, *“How is the student going to demonstrate the above practice behaviors and ultimately the competency at this agency?”*

List below learning activities that will reflect the corresponding professional behavior

2.1.12

Evaluation of Professionalism		
	Mid-Term	Final
Completion of Scheduled Hours	_____	_____
Completes assigned task in timely manner	_____	_____
Interacts appropriately with agency staff	_____	_____
Interacts appropriately with field instructor	_____	_____
Interacts appropriately with task supervisor	_____	_____
Adheres to agency policies and procedures	_____	_____

Narrative Evaluation Mid-Term

I. Student Strengths (Mid-Term)

II. Areas for student growth and development (Mid-Term)

III. Progress towards completion of learning contract tasks and activities (Mid-Term)

IV. What Additional Opportunities would benefit student's professional growth and development? (Mid-Term)

V. Other comments (Mid-Term)

Narrative Evaluation Final

I. Student Strengths (Final)

II. Areas for student growth and development (Final)

III. Progress towards completion of learning contract tasks and activities (Final)

IV. What Additional Opportunities would benefit student's professional growth and development? (Final)

V. Other comments (Final)

