Texas A&M University-Commerce
School of Social Work

Learning Contract & Evaluation SWK 553

Student Name: **Semester/Year:**

Agency: **Faculty Liaison:**

Field Instructor: **On-Site Supervisor (if applicable)**

The Learning Plan is a tool to guide the field practicum experience. The Learning Plan 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.

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 plan 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.

Rating Scale for Evaluation of Field Placement Performance

Instructions for Rating Students Interns on the 10 competencies in the First Part of the Evaluation:

The 10 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 2.1.1 Identify as a Professional Social Worker and Conduct Oneself Accordingly

Professional Behavior	**Mid-Term**	**Final**

2.1.1.1   Has a commitment to career-long learning and growth

_____   _____

2.1.1.2   Advocates for client access to services of social work

_____   _____

2.1.1.3   Practice personal reflection and self-correction to assure
continual professional development

_____   _____

2.1.1.4   Attends to professional roles and boundaries

_____   _____

2.1.1.5   Demonstrates professional demeanor in appearance,
behavior and communication

_____   _____

2.1.1.6   Uses Supervision and Consultation effectively

_____   _____

 Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the question, *"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.

1.1

1.2

1.3

1.4

1.5

1.6

Mid-Term Comments

Final Comments

Competency 2.1.2 Apply Social Work Ethical Principles to Guide Professional Practice

	Professional Behavior	Mid-Term	Final
2.1.2.1	Makes 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	_____	_____
2.1.2.2	Recognizes and manages personal values to guide practice	_____	_____
2.1.2.3	Tolerates well ambiguity in resolving ethical conflicts	_____	_____
2.1.2.4	Is able to apply strategies of ethical reasoning to arrive at principled decisions	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the question, *"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

2.2

2.3

2.4

Mid-Term Comments

Final Comments

Competency 2.1.3 Apply Critical Thinking to Inform and Communicate Professional Judgments

Professional Behavior	Mid-Term	Final
2.1.3.1 Is skilled at appraising and integrating multiple sources of knowledge and practice wisdom	_____	_____
2.1.3.2 Is skilled at analyzing models of assessment, prevention, intervention, and evaluation	_____	_____
2.1.3.4 Demonstrates effective communication in working with individuals, families, groups and organizations	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the question, *"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.

3.1

3.2

3.3

Mid-Term Comments

Final Comments

Competency 2.1.4 Engage Diversity and Difference in Practice

	Professional Behavior	Mid-Term	Final
2.1.4.1	Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	_____	_____
2.1.4.2	Has sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	_____	_____
2.1.4.3	Recognizes and communicates her or his understanding of the importance of difference in shaping life experiences	_____	_____
2.1.4.4	Views herself or himself as a learner and engages those he or she works with as informants	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the question, *"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.

4.1

4.2

4.3

4.4

Mid-Term Comments

Final Comments

Competency 2.1.5 Advance Human Rights and Social and Economic Justice

Professional Behavior	Mid-Term	Final
2.1.5.1 Understands the forms and mechanisms of oppression and discrimination	_____	_____
2.1.5.2 Is skilled at advocating for human rights and social and economic justice	_____	_____
2.1.5.3 Is skilled at engaging in practices that advance social and economic justice	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the question, *"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.

5.1

5.2

5.3

Mid-Term Comments

Final Comments

Competency 2.1.6 Engage in research-informed practice and practice-informed research

Professional Behavior	Mid-Term	Final

2.1.6.1   Is skilled at using practice experience to inform scientific inquiry   _____   _____

2.1.6.2   Uses research evidence to inform 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 question, *"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.

6.1

6.2

Mid-Term Comments

Final Comments

Competency 2.1.7 Apply Knowledge of Human Behavior in the Social Environment

Professional Behavior	Mid-Term	Final
2.1.7.1 Utilize conceptual frameworks to guide the processes of assessment, intervention and evaluation	_____	_____
2.1.7.2 Critique and apply knowledge to understand person and environment	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the question, *"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.

7.1

7.2

Mid-Term Comments

Final Comments

Competency 2.1.8 Engage in policy practice to advance well-being and deliver services			
	Professional Behavior	**Mid-Term**	**Final**
2.1.8.1	Is skilled at analyzing, formulating and advocating for policies that advance social well-being	_____	_____
2.1.8.2	Is skilled at collaborating with colleagues and clients for effective policy 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 question, *"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.

8.1

8.2

Mid-Term Comments

Final Comments

Competency 2.1.9 Responds to Context that Shape Practice

	Professional Behavior	**Mid-Term**	**Final**
2.1.9.1	Is skilled at continuously discovering, appraising, and attending to changing locales, populations, scientific and technological developments and emerging societal trends in order to provide relevant services	_____	_____
2.1.9.2	Is skilled at providing leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the question, *"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.

9.1

9.2

Mid-Term Comments

Final Comments

Competency 2.1.10 [a] - [d] Engages, assesses, intervenes and evaluates individuals, families, groups, organizations and communities

	Engages	**Mid-Term**	**Final**
2.1.10[a].1	Substantively and effectively prepare for action with individuals, families, groups, organizations and communities	_____	_____
2.1.10[a].2	Uses empathy and other interpersonal skills	_____	_____
2.1.10[a].3	Develops a mutually agreed-on focus of work and desired outcomes	_____	_____

	Assesses		
2.1.10[b].1	Collect, organize and interpret client data	_____	_____
2.1.10[b].2	assess client strengths and limitations	_____	_____
2.1.10[b].3	Develop mutually agreed-on intervention goals and objectives	_____	_____
2.1.10[b].4	Select appropriate intervention strategies	_____	_____

	Intervenes		
2.1.10[c].1	Initiate actions to achieve organizational goals	_____	_____
2.1.10[c].2	Implement prevention interventions to enhance client capacities	_____	_____
2.1.10[c].3	Help clients resolve problems	_____	_____
2.1.10[c].4	Negotiate, mediate and advocate for clients	_____	_____
2.1.10[c].5	Facilitate transitions and endings	_____	_____

	Evaluates		
2.1.10[d].1	Critically analyze, monitor and evaluate interventions	_____	_____

Activities, tasks and behaviors should be listed that will provide evidence of growth in competencies. In writing the learning activities, one should answer the question, *"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.

10[a].1

10[a].2

10[a].3

10[b].1

10[b].2

10[b].3

10[b].4

10[c].1

10[c].2

10[c].3

10[c].4

10[c].5

10[d].1

Mid-Term Comments

Final Comments

Performance Evaluation of Professional Behaviors

	Mid	**Final**
11. Completion of scheduled hours.	____	____
12. Completes assigned tasks in a timely & professional manner.	____	____
13. Interacts appropriately with agency staff.	____	____
14. Interacts appropriately with Field Instructor (and On-Site Supervisor).	____	____
15. Adheres to agency rules and policies.	____	____

Narrative Performance Evaluation by Field Instructor (and On-Site Supervisor-Final Evaluation

1. Identify the student's strengths and abilities:

2. Identify areas for student growth and development:

3. Progress in completing learning plan:

4. What additional learning opportunities would be helpful:

5. Other Comments:

Student Comments, Regarding Placement and Evaluation: (Final Evaluation)

1. How would you assess your performance in the Field Practicum this semester

2. What have you learned in this placement?

3. What future opportunities would enhance your skills and learning opportunities?

4. Comments regarding this evaluation:

<u>Mid-Term Evaluation</u>   **<u>Final Evaluation</u>**

_____   _____
<u>MSW Field Instructor/Date</u>   <u>MSW Field Instructor/Date</u>

_____   _____
<u>Student/Date</u>   <u>Student/Date</u>

_____   _____
<u>Faculty Field Liaison/Date</u>   <u>Faculty Field Liaison/Date</u>

_____   _____
<u>Task Supervisor as applicable/Date</u>   <u>Task Supervisor as applicable/Date</u>