

Shepherd University Social Work Program

Intern: _____

Field Instructor: _____

Agency: _____

Semester: (ex. Fall 2018 or Spring 2019)

Directions:

1. The student intern uses this template, in consultation with the field instructor, to develop individualized learning activities that will allow the student intern to develop and demonstrate the component behaviors of each of the nine competencies
2. The student intern submits the completed learning agreement to the field instructor for final review, entering the date of submission at the end of the document
3. After review, the field instructor submits the approved learning contract to the Shepherd faculty field liaison via the online Sakai dropbox, entering the date of review at the end of the document
4. The faculty field liaison reviews the learning agreement, entering the date of review at the end of the document
5. The existing learning agreement is updated, as needed, at the beginning of the Spring semester, following the process outlined above

Feedback & Evaluation:

The field instructor will evaluate the student intern's progress towards the competencies and provide mid-term and final feedback each semester, using the columns at the right margin of the document, and the following scale for each component behavior:

4 Student intern exceeds standards for this behavior

3 Student intern meets standards for this behavior

2 Student intern is progressing towards meeting standards for this behavior

1 Student intern is making limited or no progress towards meeting standards for this behavior

0 There has been no opportunity for the student intern to demonstrate behavior in this area by the date of this evaluation

Mid-term Evaluation:

For the mid-term evaluation, the field instructor is only required to provide an overall score for each competency. Individual component behaviors may be scored to note a particular strength or concern about the student intern's performance.

Final Evaluation:

For the final evaluation, the field instructor should rate each practice behavior. The overall final evaluation score for each competency will be the practice behavior score average.

COMPETENCY ONE:

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

Demonstrate Ethical and Professional Behavior			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
1. make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and codes of ethics as appropriate to context			
2. use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.			
3. demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication			
4. use technology ethically and appropriately to facilitate practice outcomes			
5. use supervision and consultation to guide professional judgment and behavior			
Overall Rating at Mid Term (0-4)	Overall, how has the intern performed in this competency at mid-term?		←
Overall Rating at Final Evaluation (0-4)	Overall, how has the intern performed in this competency at the final?	→	
Comments (optional/encouraged):			

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

COMPETENCY TWO: Engage diversity and difference in practice			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
6. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels			
7. Present themselves as learners and engage clients and constituencies as experts of their own experiences			
8. Apply self- awareness and self- regulation to manage the influence of personal biases and values in working with diverse clients and constituencies			
Overall Competency Rating at Mid Term	Overall, how has the intern performed in this competency at the mid-term?		←
Overall Competency Rating at Final	Overall, how has the intern performed in this competency at the final?	→	
Comments (optional/encouraged):			

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

COMPETENCY THREE: Advance human rights and Social, Economic, and Environmental Justice			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
9. Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels			
10. Engage in practices that advance social, economic, and environmental justice			
Overall Competency Rating at Mid Term	Overall, how has the intern performed in this competency at the mid-term?		←
Overall Competency Rating at Final	Overall, how has the intern performed in this competency at the final?	→	
Comments (optional/encouraged):			

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

COMPETENCY FOUR: Engage in practice-informed research and research-informed practice			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
11. Use practice experiences and theory to inform scientific inquiry and research			
12. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings			
13. Use and translate research evidence to inform and improve practice, policy and service delivery			
Overall Competence at Mid Term	Overall, how has the intern performed in this competency at the mid-term?		←
Overall Competency at Final Evaluation	Overall, how has the intern performed in this competency at the final?	→	
Comments (optional/encouraged):			

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

COMPETENCY FIVE: Engage in policy practice			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
14. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services			
15. Assess how social welfare and economic policies impact the delivery of and access to social services			
16. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice			
Overall Competence at Mid Term	Overall, how has the intern performed in this competency at the mid-term?		←
Overall Competency at Final Evaluation	Overall, how has the intern performed in this competency at the final?	→	
Comments (optional/encouraged): 			

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

COMPETENCY SIX: Engage with individuals, families, groups, organizations and communities			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
17. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies			
18. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.			
Overall Competence at Mid Term	Overall, how has the intern performed in this competency at the mid-term?		←
Overall Competence at Final Evaluation	Overall, how has the intern performed in this competency at the final?	→	
Comments (optional/encouraged):			

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

COMPETENCY SEVEN: Assess individuals, families, groups, organizations and communities			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
19. collect and organize data, and apply critical thinking to interpret information from clients and constituencies			
20. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies			
21. develop mutually agreed on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies			
22. select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies			
Overall Competence at Mid Term	Overall, how has the intern performed in this competency at the mid-term?		←
Overall Competence at Final Evaluation	Overall, how has the intern performed in this competency at the final?	→	
Comments (optional/encouraged): 			

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

COMPETENCY EIGHT: Intervene with individuals, families, groups, organizations and communities			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
23. critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies			
24. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies			
25. use inter-professional collaboration as appropriate to achieve beneficial practice outcomes			
26. negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies			
27. facilitate effective transitions and endings that advance mutually agreed-on goals			
Overall Competence at Mid Term	Overall, how has the intern performed in this competency at the mid-term?		←
Overall Competence at Final Evaluation	Overall, how has the intern performed in this competency at the final?	→	

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

Comments (optional/encouraged):

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

COMPETENCY NINE: Evaluate practice with individuals, families, groups, organizations and communities			
Component Behaviors	Measurable Learning Activities	Areas of Strength or Concern at Mid Term (0-4)	Final Evaluation (0-4)
28. select and use appropriate methods for evaluation of outcomes			
29. apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes			
30. critically analyze, monitor, and evaluate intervention and program processes and outcomes			
31. apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels			
Overall Competence at Mid Term	Overall, how has the intern performed in this competency at the mid-term?		←
Overall Competence at Final Evaluation	Overall, how has the intern performed in this competency at the final?	→	
Comments (optional/encouraged):			

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

If you were to give this student a recommended grade, please indicate what this would be (this is only a recommendation, and final grades will be assigned by program faculty liaison). Please keep in mind the ratings you have just provided.

_____A _____B _____C _____D _____F

Midterm

Number of Hours Completed _____

Number of supervisory sessions _____

Final

Number of Hours Completed _____

Number of supervisory sessions _____

Rating Scale: 4 – Exceeds 3 – Meets 2 – Progressing 1 – limited or no progress 0 – N/A

Learning Agreement (completed by student intern):

Date submitted by student intern to field instructor:

Date reviewed by field instructor:

Date reviewed by faculty field liaison:

Mid-term Evaluation (completed by field instructor, reviewed with student intern, then submitted by field instructor via Sakai dropbox):

Date reviewed with student intern:

Date reviewed by faculty field liaison:

Final Evaluation (completed by field instructor, reviewed with student intern, then submitted by field instructor via Sakai dropbox):

Date reviewed with student intern:

Date reviewed by faculty field liaison: