

**Briar Cliff University**  
**Department of Social Work**  
**Learning Plan & Field Evaluation**

<b>Student:</b>		<b>Semester /year:</b>	
<b>Field Instructor: (The Social Worker supervisor)</b>		<b>Task Supervisor: (if applicable)</b>	
<b>Agency:</b>		<b>Phone:</b>	
<b>Address:</b>		<b>Email:</b>	

This Learning Plan and Field Evaluation is based on the nine competencies students are expected to demonstrate upon finishing their internship. Each competency has identified practice behaviors specific to the competency.

The **field instructor (the social worker supervisor) and/or Task Supervisor** will help the student identify practice opportunities, including timelines, related to the competency which will be identified and assessed during the semester. The practice behaviors are closely related to each other and may be addressed with the same internship activities. You should **refer to the Learning Plan each week in supervision** and update it as field activities change.

- ❖ This evaluation presents an opportunity for the field director to evaluate the student’s growth and development of the nine competency areas developed by the Council on Social Work Education. By the end of the practicum students demonstrate competency in each of the following arenas of performance as a foundation level social worker.
- ❖ For students who do not demonstrate the designated benchmark in any practice behavior, please indicate, in the instructor’s comments, specific plans to support student need for development in these areas.
- ❖ For students who **are unable to meet the benchmark on practice behaviors across three or more competencies, a remedial plan may be required.** If there is a need for a remedial plan to assist the student in achieving a competency, the faculty field director will meet with the student and field instructor to develop the plan. The Final Field Evaluation will ask you to evaluate skill development in each of these areas.
- ❖ All scores and comments should be in **typed** format!

**For each evaluation item, please rate the student accordingly to the following scale:**

**5 - Superior/Advanced Competence.** Demonstrates the ability to function independently with very high levels of awareness, knowledge and/or skill; overall work quality/task completion is exceptional, suggesting mastery of the practice behavior. Exceptional ability to conceptualize, analyze, evaluate, and synthesize multiple sources of information generated by observation, reflection, and reasoning. Demonstrates excellent regulation of emotions to limit influence on thinking and behavior. Superior perception and discernment of multiple sources to form an opinion.

**4 - Above Average Competence.** Demonstrates moderate-to-high levels of awareness, knowledge and/or skill; overall work quality/task completion exceeds basic practice standards and the level of competence is above average, suggesting additional guidance in key areas would promote mastery. Moderate to high ability to conceptualize, analyze, evaluate, and synthesize multiple sources of information generated by observation, reflection, and reasoning. Demonstrates above average regulation of emotions to limit influence on thinking and behavior. Very good perception and discernment of multiple sources to form an opinion.

**3. Basic Competence.** Demonstrates acceptable levels of awareness, knowledge and/or skill; overall work quality/task completion meets basic practice standards, but the level of competence is somewhat rudimentary, suggesting additional training and guidance may be beneficial. Adequate ability to conceptualize, analyze, evaluate, and synthesize multiple sources of information generated by observation, reflection, and reasoning. Demonstrates average regulation of emotions to limit influence on thinking and behavior. Good capacity to perceive and discern multiple sources to form an opinion.

**2. Below Average Competence.** Demonstrates levels of awareness, knowledge and/or skill that are below basic practice standards; overall work quality/task completion is below acceptable standards and the degree of competence is lacking, suggesting the need for additional training and consideration of corrective action. Minimal ability to conceptualize, analyze, evaluate, and synthesize multiple sources of information generated by observation, reflection, and reasoning. Below average regulation of emotions to limit influence on thinking and behavior. Insufficient perception and discernment of multiple sources to form an opinion.

**1. Poor / Unacceptable Competence.** Demonstrates unacceptable levels of awareness, knowledge and/or skill; overall work quality/task completion is exceedingly poor and the degree of competence is very seriously lacking, requiring corrective action. Negligible ability to conceptualize, analyze, evaluate, and synthesize multiple sources of information generated by observation, reflection, and. Poor regulation of emotions to limit influence on thinking and behavior. Deficient perception and discernment of multiple sources to form an opinion.

**3.0 - Desired average benchmark for first half of practicum**

**4.0 - Desired average benchmark for last half of practicum**

Comments by supervisor(s) are encouraged to be made under any competency area. Please be sure to indicate those areas in which you think the student is particularly strong and those areas that need improvement. This evaluation is intended to give the student feedback about her or his performance.

**Final scores will contribute to the determination of final grade (A-F). The points are added into other required assignments. Please remember to sign this evaluation when finished scoring.**

**Competency 1.0 –Demonstrate Ethical and Professional Behavior.**

**EPAS Competency 2.1.1**

<p><b>Practice Behaviors</b></p>	<p><b>Internship Activities</b></p>	<p><b>Identify timeline with each practice behavior:</b></p> <p><b>By Midterm</b></p> <p><b>By Final</b></p>	<p>Use these instruments or others to measure...be specific.</p> <ul style="list-style-type: none"><li>• Observation</li><li>• Journal</li><li>• Discussion</li><li>• Documentation</li><li>• Assignments</li><li>• Reading</li><li>• Supervision</li></ul>
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<ul style="list-style-type: none"><li>• Make ethical decisions by applying the standards of NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research and additional codes of ethics appropriate to context.</li><li>• Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</li><li>• Demonstrate professional demeanor in behavior; appearance and oral and written, and electronic communication.</li><li>• Use technology appropriately and ethically to facilitate practice outcomes.</li><li>• Use supervision and consultation to guide professional judgement and behavior</li></ul>			
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EVALUATION		Mid-Term Evaluation			Final Evaluation		
See Front Page for Scoring		Student	Field Instructor	Task Supervisor	Student	Field Instructor	Task Supervisor
1	Make ethical decisions by applying the standards of NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research and additional codes of ethics 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 and written, and electronic communication.						
4	Use technology appropriately and ethically to facilitate practice outcomes..						
5	Use supervision and consultation to guide professional judgement and behavior.						
	<b>AVERAGE SCORE</b>						
<b>Field Instructor's/Task Supervisor Mid-Term Comments:</b>							
<b>Field Instructor's/ask Supervisor Final Comments:</b>							

## Competency 2.0 - Engage Diversity and Difference in Practice

### EPAS Competency 2.1.2

Practice Behaviors	<p style="text-align: center;"><b>Internship Activities with Timeline</b>  <b>(What do you want to learn and practice?)</b>  <b>Be specific and realistic with short term and long term goals.</b></p>	<p><b>Identify timeline with each practice behavior:</b></p> <p><b>By Midterm</b></p> <p><b>By Final</b></p>	<ul style="list-style-type: none"> <li>• <b>Instrument used to measure <u>each practice</u> behavior, Be specific, you may use more than one.</b></li> </ul> <p><b>Observation</b>  <b>Journal</b>  <b>Discussion</b>  <b>Documentation</b>  <b>Assignments</b>  <b>Reading</b>  <b>Supervision</b></p>
<p>Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro level.</p>			
<p>Present themselves as learners and engage client as experts of their own experiences.</p>			
<p>Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.</p>			





**Competency 3.0 – Advancing Human Rights and Social Economic and Environmental Justice**

**EPAS Competency 2.1.3**

<p><b>Practice Behaviors</b></p>	<p align="center"><b>Internship Activities with Timeline (What do you want to learn and practice?) Be specific and realistic with short term and long term goals.</b></p>	<p><b>Identify timeline with each practice behavior:</b></p> <p><b>By Midterm</b></p> <p><b>By Final</b></p>	<ul style="list-style-type: none"> <li><b>Instrument used to measure <u>each practice</u> behavior, Be specific, you may use more than one.</b></li> </ul> <p><b>Observation Journal Discussion Documentation Assignments Reading Supervision</b></p>
<p>Apply their understanding of social economic and environmental justice to advocate for human rights at the individual system levels.</p>			
<p>Engage in practices that advanced social, economic and environmental justice.</p>			

EVALUATION		Mid-Term Evaluation			Final Evaluation		
See Front Page for Scoring		Student	Field Instructor	Task Supervisor	Student	Field Instructor	Task Supervisor
1	Apply their understanding of social economic and environmental justice to advocate for human rights at the individual system levels Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.						
2	Demonstrate professional demeanor in behavior; appearance and oral and written, and electronic communication.						
3	<b>AVERAGE SCORE</b>						
<b>Field Instructor's/Task Supervisor Mid-Term Comments:</b>							
<b>Field Instructor's/ask Supervisor Final Comments:</b>							

**Competency 4.0 – Engage in Practice informed Research-informed practice and Research-informed practice**

**EPAS 2.1.4**

<p><b>Practice Behaviors</b></p>	<p align="center"><b>Internship Activities with Timeline (What do you want to learn and practice?) Be specific and realistic with short term and long term goals.</b></p>	<p><b>Identify timeline with each practice behavior:</b>   <b>By Midterm</b>   <b>By Final</b></p>	<ul style="list-style-type: none"> <li>• <b>Instrument used to measure <u>each practice</u> behavior, Be specific, you may use more than one.</b></li> </ul> <p align="center"> <b>Observation</b>  <b>Journal</b>  <b>Discussion</b>  <b>Documentation</b>  <b>Assignments</b>  <b>Reading</b>  <b>Supervision</b> </p>
<p>Use practice experience and theory to inform scientific inquiry and research.</p>			
<p>Apply critical thinking skills to engage in analysis of quantitative and qualitative research methods and research findings.</p>			

<p>Use and translate research evidence to inform and improve practice, policy and service delivery.</p>			
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EVALUATION		Mid-Term Evaluation			Final Evaluation		
See Front Page for Scoring		Student	Field Instructor	Task Supervisor	Student	Field Instructor	Task Supervisor
1	Use practice experience and theory to inform scientific inquiry and research.						
2	Apply critical thinking skills to engage in analysis of quantitative and qualitative research methods and research findings.						
3	Use and translate research evidence to inform and improve practice, policy and service delivery.						
4	<b>AVERAGE SCORE</b>						

**Field Instructor's/Task Supervisor Mid-Term Comments:**

**Field Instructor's/ask Supervisor Final Comments:**

**Competency 5.0 – Engage in Policy Practice**

**EPAS Competency 2.1.5**

<p><b>Practice Behaviors</b></p>	<p align="center"><b>Internship Activities with Timeline (What do you want to learn and practice?) Be specific and realistic with short term and long term goals.</b></p>	<p><b>Identify timeline with each practice behavior:</b>   <b>By Midterm</b>   <b>By Final</b></p>	<p><b>Instrument used to measure <u>each practice</u> behavior, Be specific, you may use more than one.</b></p> <ul style="list-style-type: none"> <li>• <b>Observation</b></li> <li>• <b>Journal</b></li> <li>• <b>Discussion</b></li> <li>• <b>Documentation</b></li> <li>• <b>Assignments</b></li> <li>• <b>Reading</b></li> <li>• <b>Supervision</b></li> </ul>
<p>Identify social policy at the local, state and federal level that impacts well-being, service delivery, and access to social services.</p>			
<p>Assess how social welfare and economic policies impact the delivery of and access to social services</p>			

Apply critical thinking to analyze, formulate and advocate for policies that advance human rights and social, economic, and environmental justice.			
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EVALUATION		Mid-Term Evaluation			Final Evaluation		
See Front Page for Scoring		Student	Field Instructor	Task Supervisor	Student	Field Instructor	Task Supervisor
1	Identify social policy at the local, state and federal level that impacts well-being, service delivery, and access to social services.						
2	Assess how social welfare and economic policies impact the delivery of and access to social services.						
3	Apply critical thinking to analyze, formulate and advocate for policies that advance human rights and social, economic, and environmental justice.						
	<b>AVERAGE SCORE</b>						
<b>Field Instructor's/Task Supervisor Mid-Term Comments:</b>							
<b>Field Instructor's/ask Supervisor Final Comments:</b>							



**Competency 6.0 – Engage with individuals, Families, Groups, Organizations and Communities.**

**EPAS 2.1.6**

<p><b>Practice Behaviors</b></p>	<p align="center"><b>Internship Activities with Timeline (What do you want to learn and practice?) Be specific and realistic with short term and long term goals.</b></p>	<p><b>Identify timeline with each practice behavior:</b></p> <p><b>By Midterm</b></p> <p><b>By Final</b></p>	<p><b>Instrument used to measure <u>each practice</u> behavior, Be specific, you may use more than one.</b></p> <ul style="list-style-type: none"> <li>• <b>Observation</b></li> <li>• <b>Journal</b></li> <li>• <b>Discussion</b></li> <li>• <b>Documentation</b></li> <li>• <b>Assignments</b></li> <li>• <b>Reading</b></li> <li>• <b>Supervision</b></li> </ul>
<p>Apply knowledge of human behavior and social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies</p>			
<p>Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.</p>			

EVALUATION		Mid-Term Evaluation			Final Evaluation		
See Front Page for Scoring		Student	Field Instructor	Task Supervisor	Student	Field Instructor	Task Supervisor
1	Apply knowledge of human behavior and social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies						
2	use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies						
	<b>AVERAGE SCORE</b>						
<b>Field Instructor's/Task Supervisor Mid-Term Comments:</b>							
<b>Field Instructor's/ask Supervisor Final Comments:</b>							

**Competency 7.0 – Assess Individuals Families, Groups, Organizations, and Communities.**

**EPAS Competency 2.1.7**

Practice Behaviors	<p align="center"><b>Internship Activities with Timeline (What do you want to learn and practice?) Be specific and realistic with short term and long term goals.</b></p>	<p><b>Identify timeline with each practice behavior:</b></p> <p><b>By Midterm</b></p> <p><b>By Final</b></p>	<p><b>Instrument used to measure <u>each practice</u> behavior, Be specific, you may use more than one.</b></p> <ul style="list-style-type: none"> <li>• <b>Observation</b></li> <li>• <b>Journal</b></li> <li>• <b>Discussion</b></li> <li>• <b>Documentation</b></li> <li>• <b>Assignments</b></li> <li>• <b>Reading</b></li> <li>• <b>Supervision</b></li> </ul>
Collect and organize data and apply critical thinking to interpret information from clients and constituencies.			
Apply knowledge of human behavior and social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.			
Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs and challenges within clients and constituencies.			

<p>Select appropriate intervention strategies based on assessment, research knowledge, and values and preferences of clients and constituencies.</p>			
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EVALUATION		Mid-Term Evaluation			Final Evaluation		
See Front Page for Scoring		Student	Field Instructor	Task Supervisor	Student	Field Instructor	Task Supervisor
1	Collect and organize data and apply critical thinking to interpret information from clients and constituencies.						
2	Apply knowledge of human behavior and social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.						
3	Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs and challenges within clients and constituencies.						
4	Select appropriate intervention strategies based on assessment, research knowledge, and values and preferences of clients and constituencies.						
	<b>AVERAGE SCORE</b>						
<b>Field Instructor's/Task Supervisor Mid-Term Comments:</b>							
<b>Field Instructor's/ask Supervisor Final Comments:</b>							

**Competency 8.0 - Intervene with Individuals, Families, Groups, Organizations, and Communities**

**EPAS 2.1.8**

Practice Behaviors	<p align="center"><b>Internship Activities with Timeline (What do you want to learn and practice?) Be specific and realistic with short term and long term goals.</b></p>	<p><b>Identify timeline with each practice behavior:</b></p> <p><b>By Midterm</b></p> <p><b>By Final</b></p>	<p><b>Instrument used to measure <u>each practice</u> behavior, Be specific, you may use more than one.</b></p> <ul style="list-style-type: none"> <li>• <b>Observation</b></li> <li>• <b>Journal</b></li> <li>• <b>Discussion</b></li> <li>• <b>Documentation</b></li> <li>• <b>Assignments</b></li> <li>• <b>Reading</b></li> <li>• <b>Supervision</b></li> </ul>
Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.			
Apply knowledge of human behavior and the social environment, person in the environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.			
Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.			
Negotiate, mediate and advocate with and on behalf of diverse clients and constituencies.			

Facilitate effective transitions and endings that advance mutually agreed upon goals.			
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EVALUATION		Mid-Term Evaluation			Final Evaluation		
See Front Page for Scoring		Student	Field Instructor	Task Supervisor	Student	Field Instructor	Task Supervisor
1	Critical choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.						
2	Apply knowledge of human behavior and the social environment, person in the environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.						
3	Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.						
4	Negotiate, mediate and advocate with and on behalf of diverse clients and constituencies.						
5	Facilitated effective transitions and endings that advance mutually agreed upon goals.						
	<b>AVERAGE SCORE</b>						
<b>Field Instructor's/Task Supervisor Mid-Term Comments:</b>							
<b>Field Instructor's/ask Supervisor Final Comments:</b>							



**Competency 9.0 – Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

**EPAS Competency 2.1.9**

Practice Behaviors	<p align="center"><b>Internship Activities with Timeline (What do you want to learn and practice?) Be specific and realistic with short term and long term goals.</b></p>	<p><b>Identify timeline with each practice behavior:</b></p> <p><b>By Midterm</b></p> <p><b>By Final</b></p>	<p><b>Instrument used to measure <u>each practice</u> behavior, Be specific, you may use more than one.</b></p> <ul style="list-style-type: none"> <li>• <b>Observation</b></li> <li>• <b>Journal</b></li> <li>• <b>Discussion</b></li> <li>• <b>Documentation</b></li> <li>• <b>Assignments</b></li> <li>• <b>Reading</b></li> <li>• <b>Supervision</b></li> </ul>
Select and use appropriate methods for evaluation outcomes.			
Apply knowledge of human behavior and the social environment, person -in-environment, and other multidisciplinary, theoretical frameworks in the evaluation of outcomes.			
Critically, analyze, monitor, and evaluate interventions and program process and outcomes			
Apply evaluation findings, to improve practice effectiveness at the micro, mezzo and macro levels.			

EVALUATION		Mid-Term Evaluation			Final Evaluation		
See Front Page for Scoring		Student	Field Instructor	Task Supervisor	Student	Field Instructor	Task Supervisor
1	Select and use appropriate methods for evaluation outcomes.						
2	Apply knowledge of human behavior and the social environment, person -in- environment, and other multidisciplinary, theoretical frameworks in the evaluation of outcomes.						
3	Critically, analyze, monitor, and evaluate interventions and program process and outcomes						
4	Apply evaluation findings, to improve practice effectiveness at the micro, mezzo and macro levels.						
	<b>AVERAGE SCORE</b>						
<b>Field Instructor's/Task Supervisor Mid-Term Comments:</b>							
<b>Field Instructor's/ask Supervisor Final Comments:</b>							

## MID-TERM EVALUATION

### MIDTERM EVALUATION SCORES (3.0 Average Benchmark)

Average of Student Self-Report:

Average of Social Work Supervisor/Task Supervisor:

**Average of two scores:**

### PRACTICUM HOURS

**Current Number of Practicum Hours:**

#### Mid-Term Comments

**Student's strengths:**

**Student's areas for improvement:**

#### Signatures

Student

Date:

Field Instructor / Task Supervisor

Date:

Director of Field Education / Designated Field Liaison

Date

**All signatures are REQUIRED before you hand in. Always keep a copy of this Learning Plan & Field Evaluation**

Final Evaluation Scores (3.5Benchmark)

## FINAL EVALUATION

FINAL EVALUATION SCORES (3.0 Average Benchmark)

Average of Student Self-Report:

Average Social Work Supervisor/Task Supervisor:

**Average of two scores:**

PRACTICUM HOURS

Total Number of agency based hours:

Field Seminar Hours: 40

**Total Number of Practicum Hours:**

**Final Comments**

Student's strengths:

Student's areas for improvement:

**My field instructor has discussed this final evaluation with me and I have received a copy. My agreement or disagreement is as follows:**

<input type="checkbox"/>	I agree with the final evaluation.	<input type="checkbox"/>	I do not agree with the final evaluation.*
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*\*If the student disagrees with this evaluation, she/he should attach an explanation of their disagreement.*

**Signatures**

Student:

Date:

Field Instructor/Task Supervisor

Date:

Director of Field Education / Designated Field Liaison

Date

*All signatures are REQUIRED before you hand in. Always keep a copy of this Learning Plan & Field Evaluation*

**Authorization of Release**

I \_\_\_\_\_ authorize Briar Cliff University to release the contents of this Learning Plan & Field Evaluation upon request for post-secondary graduate program admission purposes.

**Student Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_