



Name _____

Learning Plan Worksheet — SOWK 7611

**Semester Evaluation Section/Course Outcomes
(was task performed and how well?)**

The following 15 Concentration Practicum Objectives are designed to cover the two semesters of the sequence. Students will have two semesters to complete all objectives. These objectives are to be met through specific student practicum assignments outlined in the Learning Plan Worksheet.

Successful completion of each objective can be demonstrated through student logs, verbal content presented in supervision, student recordings of all types, written papers such as the agency/community study, program assignment, client system assessment, as well as through assigned projects such as writing agency reports, grants, or manuals, the design and development of new programs or training modules, attendance at practicum related activities such as workshops or community presentations, participation in leadership development activities and community collaboratives, etc. Student's performance of each specific competency outlined in the syllabus must be rated by the field instructor according to the following scale:

- 1 – Unsatisfactory (did not meet expectations)
- 2 – Marginal performance
- 3 – Satisfactory performance (met expectations)
- 4 – Above average performance
- 5 – Outstanding performance (consistently exceeded expectations)
- 6 – Not Applicable

All program objectives will be graded based on the average of the course outcomes. A student will be assigned a letter grade of A, B, C, D or F depending on the average. If a student makes a D or F in practicum/seminar the student must repeat the course and a Corrective Action Plan will be activated. Students who receive a C, D, or F also receive deficiency points. Please see Student Handbook for explanation of deficiency points.

If a student receives a C on 4 out of the 14 Foundation Program Objectives for Foundation Practicum or 5 out of 15 Program Objectives for Concentration Practicum, the student will automatically receive a C for the course and a Corrective Action Plan will be required.

A student who receives a C or below on **any** of the following Program Objectives listed below automatically will receive a C or below in practicum and a Corrective Action Plan (CAP) will be required:

Foundation Practicum 6600/6700

- FPO 11 Communication
- FPO 12 Supervision and Feedback
- FPO 14 Professional Behavior

Concentration Practicum 7611/7612

- FPO 11 Communication
- FPO 14 Professional Behavior
- CPO 15 Self Directed Practice
- CPO 19 Specialized theories and Models

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|--|---|--|---|
| <p>FP02. Demonstrate the ability to apply critical thinking within the context of professional social work practice.</p> | | | <p>_____ Participate actively in all educational experience presenting cases and practicum experiences in such a way as to synthesize theories, agency procedures and intervention methods in order to respond to multilevel client situation.</p> <p>_____ Critique social work interventions according to their cultural and ethnic sensitivity, assessing their utility with diverse client populations as well as with individuals who have been oppressed.</p> <p>_____ Formulate ideas about how clients may react to interventions prior to intervening.</p> <p>_____ Integrate practicum experiences with classroom assignments.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> |

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|---|---|--|---|
| <p>FPO3. Analyze and apply the values and ethics of the social work profession.</p> | | | <p>_____ Identify specific ethical and value dilemmas that arise in multilevel practice and identify how these issues impact problem-solving strategies.</p> <p>_____ Demonstrate and actively protect a client system's right to confidentiality, self-determination, service, etc. in least restrictive environment adhering to the NASW Code of Ethics, 1999.</p> <p>_____ Demonstrate the skill of allowing others to maintain perspectives and positions that are quite different for one's own.</p> <p>_____ Demonstrate interventions that target resolution of ethical and value dilemmas.</p> <p>_____ Identify in supervision responses to harmful and insensitive policies and practices.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> |

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|--|---|--|---|
| <p>FPO4. Using the strengths perspective, practice without discrimination and with respect, knowledge, and skills that are appropriate for the range of human differences.</p> | | | <p>_____ Respond to the effects of human diversity on all aspects of multilevel social work practice.</p> <p>_____ Identify the behavior of clients and colleagues that reflects client issues of human diversity.</p> <p>_____ Demonstrate interventions using culturally and ethically sensitive social work theory and methods with persons of differing economic status, ethnic background, gender or individuals who are differently challenged, as well as individuals who have been subject to oppression or social/economic injustice.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> |

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|--|---|--|--|
| <p>FP05. Understand and challenge mechanisms of oppression and discrimination.</p> <p>FP06. Apply strategies of advocacy and social change to advance justice.</p> | | | <p>_____ Identify in supervision discriminatory policies that impact populations either negatively or positively in the agency.</p> <p>_____ Identify issues of persistent poverty, discrimination, and oppression that can be seen in relation to clients served by one's practice agency.</p> <p>_____ Identify the community context for one's practicum agency.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> <p>_____ Articulate agency policies and procedures as well as laws that govern practice in one's agency.</p> <p>_____ Monitor and critique administrative standards for services to client systems and propose ways of improving service delivery.</p> <p>_____ Participate in the hearing process in relation to client (e.g. IEP meetings, court, food stamp meetings, SSI meetings).</p> <p>_____ Analyze new and current policy (e.g. agency, local, state, federal) in order to determine its potential impact on practice.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> |

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|--|---|--|---|
| <p>FP07. Understand and interpret the history, development, and current trends of the profession.</p> <p>FP09. Demonstrate the ability to analyze, formulate, and influence social policies.</p> | | | <p>_____ Seek information about the history and development of practicum agency.</p> <p>_____ Identify systemic contexts of the practicum agency (i.e. community, state, nation, global).</p> <p>_____ Identify current trends of practicum agency.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> <p>_____ Show advanced ability to analyze and critique a specific agency policy.</p> <p>_____ Demonstrate ability to work with others in agency and community to bring about positive changes in social policies.</p> <p>_____ Participate in the hearing process in relation to client (e.g. IEP meetings, court, food stamp meetings, SSI meetings).</p> <p>_____ Identify potential changes at multiple levels of policy that can impact client systems (e.g. agency, state, national).</p> <p>_____ Analyze new policy in order to determine its potential impact on practice.</p> <p>_____ Plan future strategies to respond to new policies and discuss in supervision with field instructor.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> |

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|--|---|--|--|
| <p>FP010. Evaluate and apply research findings to practice and evaluate individual practice interventions at multilevel appropriately.</p> | | | <p>_____ Conduct literature analysis or review of best practices relevant to client services in practicum agency (e.g., readings directed by field instructor, readings on diverse at risk populations, program effectiveness, policies and procedures, change strategies commonly used in the agency).</p> <p>_____ Articulate how formal and informal research knowledge guides direct practice and program provision/development and discuss these issues with supervisor.</p> <p>_____ Administer empirically-based assessment measures to a client systems.</p> <p>_____ Participate in agency research projects (e.g. grant writing, client surveys, accreditation planning or community needs assessment).</p> <p>_____ Use research skills to enhance agency or program services.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> |

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|---|---|--|--|
| <p>FPO11. Demonstrate the ability to communicate across client populations, colleagues, and communities, in both written and verbal form.</p> | | | <p>_____ Express self clearly in verbal communication in supervision and in the agency.</p> <p>_____ Express disagreement without demeaning others.</p> <p>_____ Organize written materials and record appropriate attitudinal and affective content related to client system interactions.</p> <p>_____ Describe client system behavior in specific, non-labeling terms.</p> <p>_____ Demonstrate consistency in verbal and nonverbal communications.</p> <p>_____ Coordinate and collaborate with agency co-workers and all levels of agency staff to complete task assignments.</p> <p>_____ Participate actively with agency-related groups such as: staff groups, interdisciplinary teams, community interagency councils, community task forces, collaboratives, agency board of directors, etc.</p> <p>_____ Use consultation appropriately.</p> <p>_____ Identify and manage one's own problematic patterns, responses and behaviors in relation to clients and colleagues.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> |

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|---|---|--|--|
| <p>FPO14. Identify with the social work profession and behave professionally.</p> | | | <p>_____ Demonstrate and apply one’s understanding of the concept of professional behavior in multilevel interventions with client systems.</p> <p>_____ Define one’s appropriate professional role in a given practice situation and carry out this role professionally and effectively.</p> <p>_____ Enact diverse advanced generalist practice roles both within and across settings and levels.</p> <p>_____ Behaviorally monitor one’s use of self in interactions with client systems colleagues.</p> <p>_____ Manage personal biases in relation to clients and colleagues.</p> <p>_____ Comply with Code of Student Conduct ameliorating any identified issues.</p> <p>_____ Use critical thinking in application of agency polices and guidelines.</p> <p>_____ Analyze and critique on an ongoing basis one’s growth and development as a social work practitioner.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> |

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|--|---|--|---|
| <p>CP015. Demonstrate an increasing ability to engage in informed and systematic Self-Directed Practice.</p> | | | <p>_____ Respond to complex problem and situations independently.</p> <p>_____ Assess, locate and develop resources when service gaps exist.</p> <p>_____ Intervene using integrated and more advanced skills/practice models/interventions.</p> <p>_____ Identify and manage one’s own problematic behaviors, patterns, responses, and reactions in regard to clients or colleagues.</p> <p>_____ Formulate ideas about how clients may react to interventions prior to intervening.</p> <p>_____ Integrate diverse (sometimes conflicting) roles and tasks into practice with minimal supervision.</p> <p>_____ Engage competent professionals for consultation and supervision.</p> <p>_____ Engage in working supervisory relationship with field instructor.</p> <p>_____ Locate new learning opportunities.</p> <p>_____ Accept evaluative feedback in a professional manner.</p> <p>_____ Integrate supervisory feedback into one’s assignments.</p> <p>_____ Use appropriate techniques to respond to practicum problems, talking first with field instructor and if necessary, with field director and/or advisor.</p> |

CP016. Demonstrate elements of leadership and the ability to shape the professional environment.

_____ Administer empirically-based assessment measures to a client system with limited supervision.

_____ Evaluate one's own practice interventions.

_____ Use empirically verified treatment methods.

_____ Implement intervention strategies at multiple levels.

_____ **Average (To be completed by Faculty Liaison)**

_____ Conduct training or workshops.

_____ Develop resources in program or agency.

_____ Develop a professional network of expertise.

_____ Identify disrespectful practice by colleagues in regard to clients in supervision.

_____ Use ethical leadership in communities and organizations.

_____ Share one's knowledge and expertise informally with colleagues.

_____ Discuss potential response(s) to harmful or insensitive policies in supervision.

_____ In supervision identify specific positive responses in regard to clients.

_____ **Average (To be completed by Faculty Liaison)**

| Program Objectives (as indicated on syllabus) | Learning Tasks/assignments (what practicum tasks will I carry out?) | Behavioral Indicators (how will I know if objective is met?) | Semester Evaluation Section/ Course Outcomes (was task performed and how well?) |
|---|---|--|--|
| <p>CPO17. Demonstrate an ability to analyze and critically evaluate the contextual elements to inform social work practice.</p> <p>CPO18. Apply balanced attention to multi-level practice.</p> | | | <p>_____ Identify when client is going through a change phase requiring a change in one’s approach.</p> <p>_____ Employ diverse and sometimes conflicting roles in practice based on changing demands of the environment.</p> <p>_____ Anticipate potential effects of multi-level environmental changes on practice.</p> <p>_____ Identify the community context for one’s practicum agency.</p> <p>_____ Identify agency tasks or changes in tasks that allow the students to meet the learning outcomes.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> <p>_____ Attend to all practice levels (e.g., micro, mezzo, macro).</p> <p>_____ Identify formal and informal human service networks reflected in one’s caseload or practicum assignments.</p> <p>_____ Demonstrate multiple steps involved in linking a client system with human service networks.</p> <p>_____ Demonstrate ability to explain complex behavior of multi-level client systems, selecting from an open array of theories.</p> |

CPO19. Demonstrate the ability to practice at increasing levels of complexity using specialized theories and practice methods.

_____ Demonstrate ability to devise multilevel intervention strategies, to implement and assess the effectiveness of the strategies.

_____ Explain and defend the selection of specific theory-based practice with multilevel client systems.

_____ Demonstrate multiple steps involved in linking a client system with human service networks.

_____ Obtain information about the client system through informal and formal observation and collect facts in an organized, purposive fashion.

_____ **Average (To be completed by Faculty Liaison)**

_____ Use of advanced case management skills and/or specific models of case management.

_____ Facilitate specialized client & family groups.

_____ Use empirically verified treatment methods (e.g., cognitive therapy, cognitive behavioral therapies).

_____ Use complex practice models (e.g., psychodynamic, interpersonal, combinations of psychodynamic & cognitive, structural family therapy).

_____ Use the best practices of time-effective treatment.

| | | | |
|--|--|--|---|
| | | | <p>_____ Use specialized theories (e.g., psychodynamic cognitive, & structural, family systems) to assess client systems).</p> <p>_____ Select among the specific methods specified above to use with clients, based on client need.</p> <p>_____ Use personally selected knowledge (electives) with specialized populations or issues</p> <p>_____ Apply theories of management to respond to agency and/or staff needs.</p> <p>_____ Apply management models and skills to respond to and/or staff needs</p> <p>_____ Use principles of program evaluation in order to plan this type of evaluation.</p> <p>_____ Assess community/population needs in order to develop programs or policies.</p> |
|--|--|--|---|

Learning Plan Sign Off:

Student Date

Practicum Seminar Instructor Date

Field Instructor Date

Semester Evaluation Sign Off:

Student Date

Practicum Seminar Instructor Date

Field Instructor Date