



Name _____

Learning Plan Worksheet — **SOWK 7612**

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>FPO2. Continue to demonstrate the ability to apply critical thinking within the context of professional social work practice.</p>			<p>_____ Continue to 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>_____ Continue to 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>_____ Continue to formulate ideas about how clients may react to interventions prior to intervening.</p> <p>_____ Demonstrate the ability to devise intervention strategies on multiple levels that effectively target identified problem areas.</p> <p>_____ Average (To be completed by Faculty Liaison)</p>

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<p>FPO3. Continue to analyze and apply the values and ethics of the social work profession.</p>			<p>_____ Continue to identify specific ethical and value dilemmas that arise in multilevel practice and identify how these issues impact problem-solving strategies.</p> <p>_____ Continue to 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>_____ Continue to demonstrate the skill of allowing others to maintain perspectives and positions that are quite different for one's own.</p> <p>_____ Reflect sensitivity to ethical and value considerations in interactions with agency staff members and individuals in the community.</p> <p>_____ Continue to demonstrate interventions that target resolution of ethical and value dilemmas.</p> <p>_____ Continue to identify in supervision responses to harmful and insensitive policies and practices.</p> <p>_____ Average (To be completed by Faculty Liaison)</p>

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<p>FPO4. Continue using the strengths perspective, practice without discrimination and with respect, knowledge, and skills that are appropriate for the range of human differences.</p>			<p>_____ Continue to respond to the effects of human diversity on all aspects of multilevel social work practice.</p> <p>_____ Continue to identify the behavior of clients and colleagues that reflects client issues of human diversity.</p> <p>_____ Continue to 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>_____ Propose ways of proactively responding to and resolving conflicts that emerge out of issues of human difference both in relation to service delivery to client systems and among agency staff.</p> <p>_____ Average (To be completed by Faculty Liaison)</p>

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<p>FPO5. Continue to understand and challenge mechanisms of oppression and discrimination.</p> <p>FPO6. Continue to apply strategies of advocacy and social change to advance justice.</p>			<p>_____ Continue to identify in supervision discriminatory policies that impact populations either negatively or positively in the agency.</p> <p>_____ Continue to identify issues of persistent poverty, discrimination, and oppression that can be seen in relation to clients served by one's practice agency.</p> <p>_____ Demonstrate interventions that target persistent poverty, institutional, social or economic discrimination.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> <p>_____ Continue to 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>

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<p>FPO7. Continue to understand and interpret the history, development, and current trends of the profession.</p> <p>FPO9. Continue to demonstrate the ability to analyze, formulate, and influence social policies.</p>			<p>_____ Continue to seek information about the history and development of practicum agency.</p> <p>_____ Continue to identify systemic contexts of the practicum agency (i.e. community, state, nation, global).</p> <p>_____ Continue to identify current trends of practicum agency.</p> <p>_____ Identify emerging trends of the practicum agency.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> <p>_____ Continue to show advanced ability to analyze and critique a specific agency policy.</p> <p>_____ Continue to demonstrate ability to work with others in agency and community to bring about positive changes in social policies.</p> <p>_____ Continue to participate in the hearing process in relation to client (e.g. IEP meetings, court, food stamp meetings, SSI meetings).</p> <p>_____ Continue to identify potential changes at multiple levels of policy that can impact client systems (e.g. agency, state, national).</p> <p>_____ Continue to 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>

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<p>FPO10. Continue to evaluate and apply research findings to practice and evaluate individual practice interventions at multilevel appropriately.</p>			<p>_____ Continue to 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>_____ Continue to articulate how formal and informal research knowledge guides direct practice and program provision/development and discuss these issues with supervisor.</p> <p>_____ Discuss the ongoing monitoring of client system progress with one's field instructor.</p> <p>_____ Continue to administer empirically-based assessment measures to client systems.</p> <p>_____ Evaluate one's own practice interventions.</p> <p>_____ Using applicable guidelines, plan a program evaluation.</p> <p>_____ Complete program evaluation and agency research projects (e.g. grant writing, client surveys, accreditation planning or community needs assessment).</p> <p>_____ Average (To be completed by Faculty Liaison)</p>

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<p>FPO11. Continue to demonstrate the ability to communicate across client populations, colleagues, and communities, in both written and verbal form.</p>			<p>_____ Continue to express self clearly in verbal communication in supervision and in the agency.</p> <p>_____ Continue to express disagreement without demeaning others.</p> <p>_____ Continue to organize written materials and record appropriate attitudinal and affective content related to client system interactions.</p> <p>_____ Continue to describe client system behavior in specific, non-labeling terms.</p> <p>_____ Continue to demonstrate consistency in verbal and nonverbal communications.</p> <p>_____ Continue to coordinate and collaborate with agency co-workers and all levels of agency staff to complete task assignments.</p> <p>_____ Continue to 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>_____ Continue to use consultation appropriately.</p> <p>_____ Continue to 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>

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<p>FPO14. Continue to identify with the social work profession and behave professionally.</p>			<p>_____ Continue to demonstrate and apply one’s understanding of the concept of professional behavior in multilevel interventions with client systems.</p> <p>_____ Continue to define one’s appropriate professional role in a given practice situation and carry out this role professionally and effectively.</p> <p>_____ Continue to enact diverse advanced generalist practice roles both within and across settings and levels.</p> <p>_____ Continue to behaviorally monitor one’s use of self in interactions with client systems and colleagues.</p> <p>_____ Assess the effectiveness of one’s professional interventions in structuring change in a multilevel client system.</p> <p>_____ When possible, demonstrate ability to teach a supervisee or colleague about professional behaviors (e.g. cardinal social work values).</p> <p>_____ Continue to manage personal biases in relation to clients and colleagues.</p> <p>_____ Continue to comply with Code of Student Conduct ameliorating any identified issues.</p> <p>_____ Continue to 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>

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<p>CPO15. Demonstrate an increasing ability to engage in informed and systematic Self-Directed Practice.</p>			<p>_____ Continue to respond to complex problem and situations independently.</p> <p>_____ Continue to assess, locate and develop resources when service gaps exist.</p> <p>_____ Continue to intervene using integrated and more advanced skills/practice models/interventions.</p> <p>_____ Continue to identify and manage one's own problematic behaviors, patterns, responses, and reactions in regard to clients or colleagues.</p> <p>_____ Continue to formulate ideas about how clients may react to interventions prior to intervening.</p> <p>_____ Continue to integrate diverse (sometimes conflicting) roles and tasks into practice with minimal supervision.</p> <p>_____ Continue to engage competent professionals for consultation and supervision.</p> <p>_____ Continue to engage in working supervisory relationship with field instructor.</p> <p>_____ Exhibit a cooperative attitude in responding with field instructor.</p> <p>_____ Present supervision materials in an organized, clear manner.</p> <p>_____ Continue to locate new learning</p>

<p>CPO16. Continue to demonstrate elements of leadership and the ability to shape the professional environment.</p>			<p>opportunities.</p> <p>_____ Continue to accept evaluative feedback in a professional manner.</p> <p>_____ Continue to integrate supervisory feedback into one's assignments.</p> <p>_____ Continue to use appropriate techniques to respond to practicum problems, talking first with field instructor and if necessary, with field director and/or advisor.</p> <p>_____ Conduct supervision, training and/or consultation with agency staff or others in the community.</p> <p>_____ Continue to administer empirically-based assessment measures to a client system with limited supervision.</p> <p>_____ Continue to evaluate one's own practice interventions.</p> <p>_____ Continue to use empirically verified treatment methods.</p> <p>_____ Continue to devise multilevel intervention strategies, to implement and assess the effectiveness of the strategies.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> <p>_____ Continue to participate in building a coalition or collaborative.</p> <p>_____ Continue to engage in community or capacity</p>
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<p>CPO17. Continue to demonstrate an ability to analyze and critically evaluate the contextual elements to inform social work practice.</p>			<p>building.</p> <p>_____ Continue to conduct training or workshops.</p> <p>_____ Continue to develop resources in program or agency.</p> <p>_____ Continue to develop a professional network of expertise.</p> <p>_____ Participate or co-facilitate a multi-disciplinary team.</p> <p>_____ Informally assist colleagues in improving their practice.</p> <p>_____ Continue to identify disrespectful practice by colleagues in regard to clients in supervision.</p> <p>_____ Continue to use ethical leadership in communities and organizations.</p> <p>_____ Continue to share one's knowledge and expertise informally with colleagues.</p> <p>_____ Coordinate response(s) to harmful or insensitive policies.</p> <p>_____ Average (To be completed by Faculty Liaison)</p> <p>_____ Continue to identify when client is going through a change phase requiring a change in one's approach.</p> <p>_____ Continue to employ diverse and sometimes conflicting roles in practice based on changing demands of the environment.</p>
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CPO18. Continue to apply balanced attention to multi-level practice.

_____ Continue to anticipate potential effects of multi-level environmental changes on practice.

_____ Modify or emphasize particular aspects of professional use of self to fit changing contexts or environment.

_____ Attend to all practice levels (e.g. micro, mezzo, macro).

_____ Continue to identify the community context for one's practicum agency.

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

_____ Continue to identify formal and informal human service networks reflected in one's caseload or practicum assignments.

_____ Continue to demonstrate ability to explain complex behavior of multi-level client systems, selecting from an open array of theories.

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

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

_____ Identify formal and informal human service networks reflected in one's caseload or practicum assignments.

_____ Continue to obtain information about the client system through informal and formal

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

observation and collect facts in an organized, purposive fashion.

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

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

_____ Continue to facilitate specialized client & family groups.

_____ Continue to use empirically verified treatment methods (e.g., cognitive therapy, cognitive behavioral therapies).

_____ Continue to use complex practice models (e.g., psycho- dynamic, interpersonal, combinations of psychodynamic & cognitive, structural family therapy).

_____ Continue to use the best practices of time-effective treatment.

_____ Continue to use specialized theories (e.g., psychodynamic cognitive, & structural, family systems) to assess client systems).

_____ Continue to apply management models and skills to respond to and/or staff needs

_____ Continue to use principles of program evaluation in order to plan this type of evaluation.

_____ Conduct elements of a program evaluation.

_____ Continue to assess community/population needs in order to develop programs or policies.

