

WESTERN MICHIGAN UNIVERSITY SCHOOL OF SOCIAL WORK

Field Education Learning Contract and Evaluation (Clinical)

Evaluation Rubric:

1=Unacceptable Progress

2=Insufficient Progress

3=Emerging Competence

4=Competent

5=Advanced Competence

N/A=Not applicable (please explain)

C1. Demonstrate Ethical and Professional Behavior Clinical social workers recognize the importance of the therapeutic relationship, the person—in—environment configuration, the strengths perspective, professional use of self with clients, and adherence to ethical guidelines of professional behavior at all levels of social work practice. Clinical social workers recognize their role on interprofessional teams in practice. Clinical social workers recognize the dynamic nature of the profession and engage ethically in their use of technology in clinical social work practice. Clinical social workers identify professional strengths, limitations, and challenges, and engage in ongoing professional training to further their professional development.

Micro Advanced Practice Behaviors	Activities or products: <u>How will you demonstrate that you are competent in each practice behavior?</u>	Date Added	Date Completed	Semester Evaluation			
				1st Semester field instructor assessment	1st Semester student self-assessment	2nd Semester field instructor assessment	2nd Semester student self-assessment
<p>CSW1.CB.1 Clinical social workers identify, assess, and facilitate ethical considerations, considering the NASW Code of Ethics and relevant laws and regulations, to enhance client</p>	<p>I will utilize both the NASW code of ethics, as well as HIPPA and FERPA guidelines when dealing with students, as well as</p>	<div style="border: 1px solid black; padding: 2px; display: inline-block;">11/05/19</div>	<p>ongoing</p>	<p>4</p>	<p>4</p>		<p>5</p>

safety and effective practice at all levels.	discussion with my supervisor to make the decision that makes the most sense. I will also document all student interactions in my field log.						
CSW1.CB.2 Clinical social workers recognize their professional role in their work with client systems and on interprofessional teams, uphold professional boundaries, and act in accordance with their scope of practice.	I currently work with a team at the ISD that go into different schools to help promote and engage certain social work practices, and work together as a collaborative to do the best work possible.	11/05/19	ongoing	4	4		5
CSW1.CB.3 Clinical social workers engage in self-reflection, self-regulation, and personal and professional self-care to prevent secondary traumatic stress and advance their own capacity to help the client systems they serve.	The best way would be to focus on self-reflection is by talking through with others in the same or similar areas of focus, and practice self-care.	11/05/19	ongoing	4	4		5

C2. Engage in Diversity and Difference in Practice Clinical social workers are knowledgeable about many forms of diversity and difference and how these influence the therapeutic relationship and client's presenting issues. They engage in ongoing education to expand their own cultural humility and competency. Clinical social workers recognize that various dimensions of diversity impact symptom presentation, perceptions of illness and well-being, help-seeking behaviors, healing practices, and the therapeutic relationship. Clinical social workers are aware of their own dimensions of diversity and recognize the intersectional impact of diversity (e.g., identity, race, gender, privilege, intergenerational history, culture, family of origin). Clinical social workers recognize the intersectional impact of diversity and culture on client systems. Clinical social workers utilize research and best practice literature to inform their work with diverse individuals, families, groups, and communities, and provide effective strengths-based interventions.

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				1st Semester field instructor assessment	1st Semester student self-assessment	2nd Semester field instructor assessment	2nd Semester student self-assessment
CSW2.CB.1 Clinical social workers engage in an ongoing process of understanding their own biases, developing cultural humility and cultural competence.	When using intervention techniques, focus on any potential cultural considerations and modify techniques as able without interfering with the integrity of the intervention.	11/05/19	ongoing	4	4		5
CSW2.CB.2 Understand and seek further knowledge of how diversity and difference impacts client systems' experience of illness and well-being, current symptoms, healing practices, and help-seeking behavior.	Referral to resources as able with consideration to the family systems and any belief systems that may hinder their ability to utilize certain resources, i.e. christian based religious program if the family is Jewish.	11/05/19	ongoing	4	4		5
CSW2.CB.3 Integrate the meaning of diversity and difference at all levels of practice, engaging in culturally responsive, strengths-based	Use a strength-based approach that fits best with the individual students need to assure	11/05/19	ongoing	4	4		4

engagement, assessment, intervention, and policy practice, with emphasis on historically underrepresented and oppressed client systems.	they get the most out of every opportunity.						
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C3. Advance Human Rights and Social and Economic and Environmental Justice Clinical social workers understand that client adaptation, growth and recovery are most attainable when their fundamental human rights are restored and upheld. Clinical social workers engage with others to utilize strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social and cultural human rights are protected. Clinical social workers recognize the global interconnectedness of oppression and human rights violations, and intervene to advance social, economic and environmental justice and ensure access to services. Clinical social workers utilize interprofessional collaboration to advocate for culturally responsive policies and services in order to transform the social, economic and environmental conditions that limit human rights and quality of life, thus promoting growth and resiliency.

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CSW3.CB.1 Recognize and intervene to address human rights and social, environmental, and economic injustices, including access to mental health services	Identify all the possible barriers that student and the family might be facing and try and get a picture of the students needs both in school and at home. i.e. breakfast as well as lunch or if they	11/05/19	ongoing	4	4		4

	should be provided supplies from the school resource room, etc.						
CSW3.CB.2 Demonstrate advanced clinical skills across local, regional, and global practice environments	Help identify local, regional, and state wide resources and help the family gain access to these, or get them access to resources that are easily obtainable to the family.	11/05/19	ongoing	4	4		4
CSW3.CB.3 Promote and implement policies and practices that facilitate empowerment, growth, development, and resiliency.	Thorough review of the student CA-60 to collect efficient data for the whole picture and try and gain a better understanding of that student and what past interventions were tried and what worked best.	11/05/19	ongoing	4	4		5

<p>C4. Engage in practice-informed research and research-informed practice Clinical social workers apply quantitative and qualitative research to advance the science of social work practice and inform their practice. Clinical social workers demonstrate the principles of logical, ethical, and culturally-responsive scientific inquiry. Clinical social workers evaluate and apply research findings for effective practice.</p>							
		Date Added		Semester Evaluation			

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CSW4.CB.1 Conduct scientific inquiry to inform clinical social work	Look at different evidence informed practices that are tailored to schools and the particular age group that would be relevant to the study, evaluate and discuss program options with supervisor to determine the best fit.	11/05/19	ongoing	4	4		5
CSW4.CB.2 Synthesize, evaluate, and apply research relevant to clinical social work	Find those programs that most apply to the school setting.	11/05/19	ongoing	4	4		5
CSW4.CB.3 Construct research that advances clinical social work practice	Utilize TRAILS, check-in and check-out programs, group sessions, and individual sessions as needed.	11/05/19	ongoing	4	4		5

C5. Engage in Policy Practice Clinical social workers examine the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy and practice. Clinical social workers engage coalitions of constituents and formulate arguments in support of

culturally responsive policies to advance key policy issues. Clinical social workers seek to advance policy that recognizes and builds on the resilience of social service systems.

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CSW5.CB.1 Engage stakeholders in formulation, implementation, and evaluation of policies to advocate for the advancement of human rights and social, economic, and environmental justice, from the local to the global level.	Sit in on IEP, 504, and REED meetings, parent meetings, etc., to gain a better understanding of school policies and which affect student academic success to help set them up for better achievement.	11/05/19	ongoing	4	4		4
CSW5.CB.2 Advocate for policies to increase access and enhance service delivery	Engage in FBA's, student team meetings, and other student evaluations to help collect data as well as advocate for what that student needs to be set up for success.	11/05/19	ongoing	4	4		4

C6. Engage with Individuals, families, Groups, Organizations, and Communities Clinical social workers value the dignity and work in engaging all clients and constituencies. Clinical social workers evaluate and maximize effective professional use of self, utilizing critically relevant engagement strategies. Clinical social workers engage in inter-professional collaboration, where appropriate, to maximize effective client engagement.

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CSW6.CB.1 Demonstrate effective, culturally responsive engagement skills with diverse client systems/constituencies	Apply knowledge of human behavior for each of these types of social environments to understand student better in each of these capacities.	11/05/19	ongoing	4	4		5

C7. Assessment Clinical social work practitioners will use clinical interviewing skills to collect and critically evaluate client data. Clinical social work practitioners will synthesize theoretical, evidence-based knowledge, and client strengths in conducting assessments of individuals, families, groups, organizations, and communities; to inform decision making and intervention. Clinical social work practitioners will utilize interprofessional collaboration in the assessment process. Clinical social work practitioners will appraise and evaluate how their personal experiences and affective reactions impact their assessment of client systems.

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CSW7.CB.1 Collect, organize, and interpret data gathered from the clinical interview	Use multiple forms of assessment to determine client's strengths, weaknesses, problem areas, and needs to individualize intervention where able.	11/05/19	ongoing	4	4		4
CSW7.CB.2 Utilize knowledge of theoretical frameworks and treatment models to assess strengths, needs, and challenges of client systems	Select evidence based strategies and try and tailor them as much as possible to benefit the client and discuss interventions and any progress with supervisor to continue on the right track with student and gain input on best methods going forward.	11/05/19	ongoing	4	4		5
CSW7.CB.3 Critically analyze assessment data as a basis to develop mutually agreed upon goals, objectives, and intervention strategies with client systems	Continuously review data over time of working with individual to look for patterns of behavior, or any potential increases of behaviors over time, as well as student engagement and attitude over time.	11/05/19	ongoing	4	4		5

C8. Intervene with Individuals, Families, Groups, Organizations and Communities Clinical Social Workers design evidence informed and culturally relevant intervention strategies which reflect active collaboration with diverse individuals, families, groups, organizations and communities. Clinical Social Workers examine the person-in-their-environment and analyze the reciprocal and bi-directional effects when implementing intervention plans. Clinical Social Workers also devise interventions which emphasize the positive and use systemic strengths as levers for change. Clinical Social Workers facilitate inter-professional and inter-organizational teamwork which benefits clients and constituencies at all levels.

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CSW8.CB.1 Apply knowledge of the theoretical and empirical foundation of clinical social work to inform the intervention process in evidence based practice.	Select evidence-based strategies and interventions and discuss the effectiveness of those with the supervisor.	11/05/19	ongoing	4	4		5
CSW8.CB.2 Critically select and implement developmentally and culturally appropriate evidence informed social work interventions in conjunction with practitioner expertise and client input.	Use individual approaches when engaging clients to create a stronger relationship with them and enhance quality of time spent together by building relationships.	11/05/19	ongoing	4	4		5

CSW8.CB.3 Employ inter-professional collaboration as appropriate to achieve beneficial practice outcomes	Use interpersonal skills to keep client engaged during meetings, and tailor intervention measures for age appropriateness (i.e. wouldn't use same intervention for first grade as seniors).	<input type="text" value="11/05/19"/>	ongoing	4	4		5
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<p>C9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities Practitioners in social work critically evaluate dynamic, interactive processes and outcomes to inform practice decisions and quality assurance, to strengthen their practice with and on behalf of diverse individuals, families, groups, organizations, and communities. Evaluation of practice is collaborative, strengths-based, inclusive, and culturally relevant. Practitioners systematically utilize qualitative and quantitative methods, including standardized measures and culturally relevant methods to evaluate process and outcomes and advance practice effectiveness at all levels. Clinical social workers evaluate their own reactions, e.g., burnout, secondary traumatic stress, vicarious trauma, shared trauma, and compassion satisfaction; and employ evidence-based professional and personal coping strategies to mitigate negative effects.</p>							
Micro Advanced Practice Behaviors	Activities or products: <u>How will you demonstrate that you are competent in each practice behavior?</u>	Date Added	Date Completed	Semester Evaluation			
CSW9.CB.1 Systematically utilize assessment and evaluation measures to evaluate practice	Use standardized measures to evaluate processes and outcomes and	<input type="text" value="11/05/19"/>	ongoing	4	4		5

	practice effectiveness by evaluating own reactions to practice.						
CSW9.CB.2 Systematically evaluate process and outcomes related to evidence-informed practice as a foundation for practice decisions with diverse individuals, families, groups, organizations, and communities.	Use interactive processes and outcomes to inform practice decisions to strengthen relationships with client base and collaborate with team to form all inclusive manner of effectiveness for client.	11/05/19	ongoing	4	4		4
CSW9.CB.3 Self-assess and evaluate potential stress reactions and intentionally engage in professional and personal self-care strategies.	Keep up with secondary traumatic stress interventions for self-care personally and professionally to keep stress reactions low to strenuous work. Use coping strategies to mitigate negative outcomes.	11/05/19	ongoing	4	4		5

WMU Additional Competency #10: Practice appropriate self-care to enhance effectiveness, minimize secondary trauma, and prepare for a career of well balanced social work practice.							
		Date Added		Semester Evaluation			

Macro Advanced Practice Behaviors	<u>Activities or products: How will you demonstrate that you are competent in each practice behavior?</u>		Date Completed	1st Semester field instructor assessment	1st Semester student self-assessment	2nd Semester field instructor assessment	2nd Semester student self-assessment
WMU PB42 Practice appropriate physical self-care	I will try and exercise more and eat better to care for my physical self, starting with yoga once a week and try to add more as I can, as well as deep-breathing daily.	11/05/19	ongoing	4	4		5
WMU PB43 Practice appropriate emotional self-care	I will conduct mindfulness practices, as well as talk to my "people" more and work on holding things in less. I will also do one thing a month for me, like getting my nails done, dinner out, etc.	11/05/19	ongoing	4	4		5