

## 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><b>CSW1.CB.1</b> Clinical social workers identify, assess, and facilitate ethical considerations, considering the NASW Code of Ethics and relevant laws and</p>	<p>I will identify ethical issues that arise during my interactions with the families and seek supervision if unsure of the next steps. I will</p>	<div style="border: 1px solid black; padding: 2px; display: inline-block;">11/05/19</div>	11/05/2019	3	3	4	4

regulations, to enhance client safety and effective practice at all levels.	consult the Code of Ethics for best practices						
<b>CSW1.CB.2</b> 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 will consult with the occupational therapists and speech therapists in our team when I have concerns in an area outside of my expertise	11/05/19	11/05/2019	3	3	4	5
<b>CSW1.CB.3</b> 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.	I will approach the histories with an attitude of self-reflection to be aware of the emotions and any possible triggers they bring up and process in supervision if necessary. I will seek additional counseling if lingering effects remain beyond the time for case processing	11/05/19	11/05/2019	3	3	5	5

**Field Instructor's Comments for First Semester:**

Jane Doe consistently conducts herself within the expected ethical standards.

**Field Instructor's Comments for Second Semester:**

Jane Doe has done well in processing the complexity of cases with the group, and pondering ethical situations.

**Student's Comments for First Semester:**

Group supervision has been very helpful to process the cases and to ask questions about ethics or next steps in the cases we have seen

**Student's Comments for Second Semester:** I haven't had too many interactions with families beyond the initial history taking. We have been able to debrief complex cases and ethical dilemmas in supervision

**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.

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
<b>CSW2.CB.1</b> Clinical social workers engage in an ongoing process of understanding their own biases, developing cultural humility and cultural competence.	I will continue to grow curious about the experiences of others and approach each client with cultural humility. I will explore bias in supervision and learn how to identify those thoughts. I will acknowledge my experiences have been different from those of the clients and acknowledge they are the experts of their own experiences	11/05/19	11/05/2019	4	3	5	5

<p><b>CSW2.CB.2</b> 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.</p>	<p>When compiling histories, I will ask the caregivers about their experiences, what has been the most helpful for them, what they prioritize as the most important issue and try to understand how their differences impact how they receive services</p>	<p>11/05/19</p>	<p>11/05/2019</p>	<p>3</p>	<p>3</p>	<p>4</p>	<p>4</p>
<p><b>CSW2.CB.3</b> Integrate the meaning of diversity and difference at all levels of practice, engaging in culturally responsive, strengths-based engagement, assessment, intervention, and policy practice, with emphasis on historically underrepresented and oppressed client systems.</p>	<p>I will interact with families that are different from me in terms of socio-economic background, race, ethnicity, sexual orientation and religion. I will do so using a strength-based approach in my interviews and reports</p>	<p>11/05/19</p>	<p>11/05/2019</p>	<p>3</p>	<p>3</p>	<p>5</p>	<p>5</p>

**Field Instructor's Comments for First Semester:**

Given Jane's experiences with different cultures, she does very well in the area of diversity.

**Field Instructor's Comments for Second Semester:**

Jane is in a unique position to have had such varied cultural experiences prior to completing her MSW. She understands well the cultural differences that can arise and she responds appropriately.

**Student's Comments for First Semester:**

I have tried to use a strength based approach in every interaction with the families we serve. I had a child show a lot of ambivalence towards their parents and she said "it wasn't all bad". I will always keep in mind the good moments that families have shared together even when there is records of neglect or abuse

**Student's Comments for Second Semester:**

I have had the opportunity to work with families with diverse experiences and learn a lot about the resilience of families in the midst of adversity

**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.

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
<b>CSW3.CB.1</b> Recognize and intervene to address human rights and social, environmental, and economic injustices, including access to mental health services	I will advocate for the services that the children and parents need to be successful within their environments	11/05/19	11/05/2019	3	3	4	4
<b>CSW3.CB.2</b> Demonstrate advanced clinical skills across local, regional, and global practice environments	I will use evidence-based approaches that can be applied in different settings. I will advocate for the children through the reports in different systems: family, court and schools	11/05/19	11/05/2019	3	3	4	4

<b>CSW3.CB.3</b> Promote and implement policies and practices that facilitate empowerment, growth, development, and resiliency.	I will use a strength based approach in my report writing and use the results of the resiliency scales to drive the interventions recommended	<input type="text" value="11/05/19"/>	11/05/2019	3	3	4	4
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**Field Instructor's Comments for First Semester:**

Jane will have more opportunity in the next semester to begin writing reports and addressing advocacy.

**Field Instructor's Comments for Second Semester:**

Jane has done the best that she could given these unique global circumstances. She was able to participate with a few cases beyond just history-taking, although our time was cut short and more of that type of work would come in the last month to two months of the internship.

**Student's Comments for First Semester:**

At the beginning of my internship I saw a child and his sibling had not been referred. Through the advocacy of CTAC, I then was able to also see his sibling. It was great to see this other little boy also receiving services

**Student's Comments for Second Semester:**

Due to the semester being cut short, I haven't had a chance to participate much on advocacy. I have been able to write a few psychosocials and attempt to write a report

<b>C4. Engage in practice-informed research and research-informed practice</b> 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.							
<b>Micro Advanced Practice Behaviors</b>	<b>Activities or products:</b> <u>How will you demonstrate that you are competent in each practice behavior?</u>	<b>Date Added</b>	<b>Date Completed</b>	<b>Semester Evaluation</b>			
				<b>1st Semester field instructor assessment</b>	<b>1st Semester student self-assessment</b>	<b>2nd Semester field instructor assessment</b>	<b>2nd Semester student self-assessment</b>

<b>CSW4.CB.1</b> Conduct scientific inquiry to inform clinical social work	I will use studies that use TBRI or other trauma-informed approaches to inform how I approach the children and families that we serve I will learn more about MIM and Theraplay to assess parenting observations	<input type="text" value="02/11/20"/>	11/05/2019	3	3	4	4
<b>CSW4.CB.2</b> Synthetize, evaluate, and apply research relevant to clinical social work	Through report writing and report reviews with families and case workers, I will show relevant research applicable to the conditions of the children we see. I will introduce best practices in caring for children who have been exposed to complex trauma	<input type="text" value="11/21/19"/>	11/21/2019	3	3	4	4
<b>CSW4.CB.3</b> Construct research that advances clinical social work practice	Through the evaluations CTAC and the standardized measurements we use, I will inform recommendations for families and schools	<input type="text" value="11/21/19"/>	11/21/2019	3	3	4	4

**Field Instructor's Comments for First Semester:**

Jane is where she is expected to be at this point.

**Field Instructor's Comments for Second Semester:**

Jane had less experience than hoped in this area, but still was regularly in an environment where such advocacy and intervention was taking place. Her understanding of TBRI was helpful, I believe, in this internship.

**Student's Comments for First Semester:**

I always attempt to keep a trauma lens when interacting with the children. I try watch for their behaviors and adjust. Through my understanding of the children, I will inform caregivers so they can better understand the needs of the children under their care

**Student's Comments for Second Semester:**

Even though I did not get to attend the Theraplay training, I was able to read the book in preparation for the training. I have also been able to read a few report examples and see how the reports can help families understand the need behind the behaviors of our children

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.							
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
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.	Through the reports, I will advocate with the court system on parental visits based on the needs of the children. I will participate in report reviews with the case worker and families	02/11/20	ongoing	3	N/A	4	3
CSW5.CB.2 Advocate for policies to increase access and enhance service delivery	I will advocate for children in schools and	11/21/19	ongoing	3	N/A	4	3



	in residential settings through my reports						
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**Field Instructor's Comments for First Semester:**

Jane will have greater opportunities for advocacy in the second semester.

**Field Instructor's Comments for Second Semester:**

Jane's time was cut short due to the pandemic and the speedy way in which she needed to return to her country. However, she did have opportunity to be immersed in an environment in which such advocacy was taking place regularly, and I believe Jane has the competencies to delve into such advocacy work herself.

**Student's Comments for First Semester:**

This first semester I still have not had the opportunity to become more involved in the report writing and advocacy

**Student's Comments for Second Semester:**

Because I had to leave abruptly, I did not get to participate in a report review. However, I asked questions about reports to other clinicians and ask about how to clarify different parts of the report

**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.

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
<b>CSW6.CB.1</b> Demonstrate effective, culturally responsive engagement skills with diverse client systems/constituencies	I will work to be culturally humble with each client. I will adjust my communication style based on the person I am interacting with to ensure my	11/21/19	11/21/2019	3	3	5	5

	clients are comfortable with our work						
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**Field Instructor's Comments for First Semester:**

Jane does really well in being aware of her communication style with children and families as well as the team, and to then to adjust herself accordingly.

**Field Instructor's Comments for Second Semester:**

This is an area of strength for Jane and she does well practicing cultural humility.

**Student's Comments for First Semester:**

I have really enjoyed working with diverse families and children that have experiences different from mine

**Student's Comments for Second Semester:**

As I have become more comfortable interviewing families, I was able to tailor more my interviews and help families feel more comfortable answering questions

**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.

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
<b>CSW7.CB.1</b> Collect, organize, and interpret data gathered from the clinical interview	I will collect data from the file review and interviews with caregivers and case workers to inform the histories I write prior to meeting the children	11/05/19	11/05/2019	3	3	5	5

<b>CSW7.CB.2</b> Utilize knowledge of theoretical frameworks and treatment models to assess strengths, needs, and challenges of client systems	I will complete the trauma reports as assigned	<div style="border: 1px solid black; padding: 2px; width: fit-content;">11/25/19</div>	N/A	3	N/A	4	4
<b>CSW7.CB.3</b> Critically analyze assessment data as a basis to develop mutually agreed upon goals, objectives, and intervention strategies with client systems	Based on my KBIT assessment, I will adjust the other assessment tools that I use and how the psychosocial is conducted in the afternoon	<div style="border: 1px solid black; padding: 2px; width: fit-content;">11/21/19</div>	11/21/2019	3	3	4	4

**Field Instructor's Comments for First Semester:**

Jane is developing competence with the tools and how to use them.

**Field Instructor's Comments for Second Semester:**

Jane has done well in adjusting to the process of conducting psychosocials, and she has grown as a professional in that process. She became quite expert at conducting the histories for kids that we were seeing and presenting information to the team.

**Student's Comments for First Semester:**

I have slowly started becoming more comfortable using the assessment measures. I will continue to learn how to use different assessments based on the needs of the children

**Student's Comments for Second Semester:**

During the second semester, I was able to play a more active role in the assessments and psychosocials. I was able to do psychosocials with children of different stages in development

**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.

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
<b>CSW8.CB.1</b> Apply knowledge of the theoretical and empirical foundation of clinical social work to inform the intervention process in evidence based practice.	I will use the TBRI framework during my interactions with the children. I will use assessment findings to make recommendations to case workers and families	11/25/19	11/25/2019	3	3	4	4
<b>CSW8.CB.2</b> Critically select and implement developmentally and culturally appropriate evidence informed social work interventions in conjunction with practitioner expertise and client input.	I will use the tools and assessment measures we use to inform my interactions with families	11/25/19	n/a	3	N/A	4	4
<b>CSW8.CB.3</b> Employ inter-professional collaboration as appropriate to achieve beneficial practice outcomes	I will consult with other disciplines (OT and speech) to better understand the needs of the children and advocate for them	11/25/19	11/25/2019	3	3	4	5

**Field Instructor's Comments for First Semester:**

**Field Instructor's Comments for Second Semester:**

Jane has utilized the TBRI framework in her interactions with children and with the team.

**Student's Comments for First Semester:**

I haven't had much of a change to advocate in the communicates that impact our families but I expect to do so more in the second semester through the reports

**Student's Comments for Second Semester:**

I have enjoyed working with other disciplines and have been able to learn a lot from them. I have continued to use TBRI as the lens I use when connecting with the children and families

**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.

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
<b>CSW9.CB.1</b> Systematically utilize assessment and evaluation measures to evaluate practice	I will use the assessment tools and I interpret them with the manuals, I will use the research available to evaluate and assess those measures	11/05/19	11/05/2019	3	3	4	3

<b>CSW9.CB.2</b> Systematically evaluate process and outcomes related to evidence-informed practice as a foundation for practice decisions with diverse individuals, families, groups, organizations, and communities.	I will conduct report reviews with case workers and families to explain our recommendations	<input type="text" value="11/25/19"/>	N/A	3	N/A	4	3
<b>CSW9.CB.3</b> Self-assess and evaluate potential stress reactions and intentionally engage in professional and personal self-care strategies.	I will discuss instances of STS during supervision	<input type="text" value="11/25/19"/>	11/25/2019	3	3	4	5

**Field Instructor's Comments for First Semester:**

Jane fully participates with supervision to address the issue of STS; next semester she will have greater opportunity to participate with report reviews.

**Field Instructor's Comments for Second Semester:**

Some of this was not accomplished to the extent that I would have preferred for an intern because of the pandemic and shelter at home requirements. However, Anna has a solid foundational skillset that will serve her well. Anna was open and communicative in her interactions during team supervision and discussing the impact of STS.

**Student's Comments for First Semester:**

I haven't had much of a change to advocate in the communicates that impact our families but I expect to do so more in the second semester through the reports

**Student's Comments for Second Semester:**

This semester I have done more research on the impact of trauma. I have also been more intentional about how I process my own experience of being at CTAC

<b>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.</b>				
		<b>Date Added</b>		<b>Semester Evaluation</b>

<b>Macro Advanced Practice Behaviors</b>	<b>Activities or products: <u>How will you demonstrate that you are competent in each practice behavior?</u></b>		<b>Date Completed</b>	<b>1st Semester field instructor assessment</b>	<b>1st Semester student self-assessment</b>	<b>2nd Semester field instructor assessment</b>	<b>2nd Semester student self-assessment</b>
WMU PB42 Practice appropriate physical self-care	I will participate in the volleyball intramural league, I will go out on walks when the weather permits. I will make sure I get enough sleep and eat healthy food regularly. I will make efforts to drink more water	11/05/19	11/05/2019	3	4	4	4
WMU PB43 Practice appropriate emotional self-care	I will take advantage of the group supervision time to process difficult cases, I will seek additional supervision if I notice effects of secondary trauma	11/05/19	11/05/2019	3	4	4	5