

## WESTERN MICHIGAN UNIVERSITY SCHOOL OF SOCIAL WORK

### Evaluation Rubric:

1=Unacceptable Progress

2=Insufficient Progress

3=Emerging Competence

4=Competent

5=Advanced Competence

N/A=Not applicable (please explain)

<b>Competency 1: Demonstrate Ethical and Professional Behavior</b> Social workers in macro practice demonstrate integrity in all phases of macro practice. They will recognize and successfully navigate ethical dilemmas and conflicts between the values of the agencies they represent, their personal values, and the values of the profession.							
Macro Advanced Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	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>MACSW1.CB1.</b> Approach ethical dilemmas with self-reflection and understanding of context and diversity of perspectives, and use a systematic approach to arrive at a decision	I will reflect on pursuing my PhD program through 3 institutions and research around Latin X students in SW Michigan	09/30/19	4/17/2020	4	4	5	5
<b>MACSW1.CB2.</b> Advance internal and external policies for community change that reflect social work	I will look into Paw Paw high school and the policies	09/30/19	4/17/2020	3	2	4	4

values, challenge discrimination and social inequalities, and prioritize the voices of affected population (didactic and/or applied activity)	they have in place for their restroom utilities for the LGBT population. Training will be held 10/22/2019						
<b>MACSW1.CB3.</b> Demonstrate understanding of the significance of social work supervision as an accountability mechanism in supporting ethical and professional social work practice	Prepare weekly for supervision with items to discuss and an agenda.	09/30/19	9/9/2019	4	4	4	4
<b>MACSW1.CB4.</b> Recognize complexities and dilemmas that may arise in working with organizations, communities, and/or multiple client groups and constituencies	I will recognize the complexities and dilemmas for why certain schools do not have wellness teams and what factors play into this.			3	3	4	4

<p><b>Competency 2: Engage Diversity and Difference in Practice</b> Social workers in macro practice educate diverse stakeholders about how community practice and social policy decisions impact vulnerable communities in order to craft advocacy and social policy solutions that address diversity and difference in practice and advance socioeconomic, and environmental justice.</p>							
			<b>Date Added</b>				<b>Semester Evaluation</b>

<b>Macro Advanced Practice Behaviors</b>	<b>Activities or products:</b> How will you demonstrate that you are competent in each practice behavior?		<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>
<b>MACSW2.CB1.</b> Critically assess how social, economic and political institutions shape human vulnerability and marginalization, and apply knowledge to understand and/or analyze structures	Ensure g when carrying out these cooking matter classes through SNAP are culturally responsive	09/30/19	4/17/2020	4	4	4	4
<b>MACSW2.CB2.</b> Provide opportunities for open discussion about issues to promote sensitivity and use conflicts that arise in practice to forge new understanding and appreciation of one another.	I will have these discussions at star fish meetings on how current political biases/stereotypes impacts students and present an understand and examples on what it is like to be affected by these current issues	09/29/19	9/9/2019	3	4	4	4
<b>MACSW2.CB3.</b> Develop leadership and staff teams in management, policy, and community practice that reflect the diversity of the communities in which they work (didactic and/or applied activity)	I will present by awareness and experience on being a latino male in the education system. I also plan to present a workshop I have conducted related to working effectively with Hispanic/Latino students	09/29/19	11/26/2019	4	5	5	5

<p><b>MACSW2.CB4.</b> Mediate tensions and conflicts that arise from managing cultural, political, and social differences between and with diverse groups (didactic and/or applied activity)</p>	<p>I will practice this by ensuring that when tensions arise we are able to set those differences and reflect the overall goal we plan to accomplish and mission we follow. If this arises I will seek advice from Tom Richardson to lead a group discussion depending on the severity of our issues.</p>	<p>09/28/19</p>	<p>4/17/2020</p>	<p>4</p>	<p>3</p>	<p>5</p>	<p>4</p>
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<p><b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b> Social workers in macro practice will become involved in community and policy practice that advances human and social, economic and environmental justice locally and globally. They work to change social policies and practices that tolerate racism, sexism, heterosexism, and other differential treatments of people based on age, religion or national origin.</p>							
<p><b>Macro Advanced Practice Behaviors</b></p>	<p><b>Activities or products:</b> How will you demonstrate that you are competent in each practice behavior?</p>	<p><b>Date Added</b></p>	<p><b>Date Completed</b></p>	<p><b>Semester Evaluation</b></p>			
				<p><b>1st Semester field instructor assessment</b></p>	<p><b>1st Semester student self-assessment</b></p>	<p><b>2nd Semester field instructor assessment</b></p>	<p><b>2nd Semester student self-assessment</b></p>
<p><b>MACSW3.CB1.</b> Integrate personal reflection, self-correction and professional development, regarding,</p>	<p>I will reflect that before taking any action I will reflect</p>	<p>09/28/19</p>	<p>12/9/2019</p>	<p>4</p>	<p>3</p>	<p>5</p>	<p>4</p>

<p>but not limited to, human rights and social and environmental justice while working, in leadership roles, with organizations and communities, constituencies</p>	<p>how certain decisions could improve or effect certain communities in SW Michigan.</p>						
<p><b>MACSW3.CB2.</b> Demonstrate capacity to integrate leadership and managerial skills by either coordinating activities or delegating tasks when working with staff, volunteers, committees, or coalition groups in order to assess and/or address a variety of issues, including human rights and/or societal needs (didactic and/or applied activity)</p>	<p>I will serve as a leader and form cohesive team environment when working with Gale Knight &amp; Daisy Martinez to complete the grants. I will ensure that frequent clear communication and goals are presented when we meet on Mondays.</p>	<p>09/28/19</p>	<p>11/11/2019</p>	<p>5</p>	<p>4</p>	<p>5</p>	<p>5</p>
<p><b>MACSW3.CB3.</b> Identify and engage key stakeholders to advocate for access to resources, services, benefits, and opportunities on behalf of vulnerable and marginalized clients, constituencies, and communities (didactic and/or applied activity)</p>	<p>I will identify all the stake holders when writing the step up to wellness grant for the school sites. Teachers &amp; staff, parents, students, PTO, student council, etc. Develop materials for start up launch funding for GAS</p>	<p>09/30/19</p>	<p>11/1/2019</p>	<p>4</p>	<p>4</p>	<p>5</p>	<p>5</p>
<p><b>MACSW3.CB4.</b> Engage in designing and/or analyzing programs</p>	<p>I will analyze food access in the Van</p>	<p>09/30/19</p>	<p>4/17/2020</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>



<p><b>MACSW4.CB1.</b> Utilize empirical and/or theoretical frameworks to recognize and analyze issues (such as discrimination and human rights violations) and to develop relevant evidence-based practice solutions (didactic and/or applied activity)</p>	<p>Develop an action item/or recommendation guide to improve Latin X participation in a PWI</p>	<p>09/30/19</p>	<p>4/17/2020</p>	<p>3</p>	<p>2</p>	<p>4</p>	<p>4</p>
<p><b>MACSW4.CB2.</b> Understand how the framing of research affects organizations, communities, and/or multiple client groups and constituencies</p>	<p>Understanding how the policy of SNAP and look into final report to the state which then gets reported to the feds</p>	<p>09/30/19</p>	<p>4/17/2020</p>	<p>3</p>	<p>3</p>	<p>4</p>	<p>4</p>
<p><b>MACSW4.CB3.</b> Consciously integrate the voices and experiences of community leaders and/or of those directly affected by social, economic, and political inequality in the research processes</p>	<p>I will gather this information by speaking to families of students attending Van Buren schools on what changes they think need to happen in order to provide a better education for their students. This might even involve educating parents on how they can better support their children at home or what programs are available after school students could benefit from.</p>	<p>09/29/19</p>	<p>12/16/2019</p>	<p>3</p>	<p>3</p>	<p>5</p>	<p>5</p>

<p><b>MACSW4.CB4.</b> Identify anticipated obstacles and oppositions to either conduct research or disseminate research findings, including ethical, political, and economic dilemmas (didactic and/or applied activity)</p>	<p>I will develop a list of potential barriers and users in the GAS so that improvements can be made.</p>	<p>09/30/19</p>	<p>4/17/2020</p>	<p>2</p>	<p>2</p>	<p>4</p>	<p>4</p>
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**Competency 5: Engage in Policy Practice** Social workers in macro practice appreciate the complexity of policy issues; understand legislative, executive branch, and judicial policy-making processes; critically analyze the many and varied dimensions of power. They devise and implement strategic approaches at the local, state, and national levels to achieve policy goals reflecting social work’s commitment to racial and gender equity, vulnerable individuals, and oppressed populations.

<p><b>Macro Advanced Practice Behaviors</b></p>	<p><b>Activities or products:</b> How will you demonstrate that you are competent in each practice behavior?</p>	<p><b>Date Added</b></p>	<p><b>Date Completed</b></p>	<p><b>Semester Evaluation</b></p>			
				<p><b>1st Semester field instructor assessment</b></p>	<p><b>1st Semester student self-assessment</b></p>	<p><b>2nd Semester field instructor assessment</b></p>	<p><b>2nd Semester student self-assessment</b></p>
<p><b>MACSW5.CB1.</b> Apply knowledge of the historical effects of oppression, discrimination, and economic and social disparities on populations to develop, revise and/or enact social welfare policies</p>	<p>I will apply this knowledge for all the rural schools we will be serving at the VBISD but more specifically the migrant population that is served which is a underrepresented and</p>	<p>09/28/19</p>	<p>12/16/2019</p>	<p>4</p>	<p>4</p>	<p>5</p>	<p>5</p>



	underserved community.						
<b>MACSW5.CB2.</b> Analyze policies at the local, state, national, and international levels to assess their impact on individuals, families, groups, and communities (didactic and/or applied activity)	I will analyze the impact that policies have in relation to being an undocumented individual, specifically for students that are enrolled in K-12th grade.	09/28/19	4/17/2020	4	3	4	4
<b>MACSW5.CB3.</b> Educate stakeholders about how policies affect individual well-being and the communities and organizations that support them (didactic and/or applied activity)	I will do frequent research on any policy change and present them to Tom Richardson so we can educate all the schools we serve. I also plan to connect with my local network of teachers and directors in SW Michigan to carry out policy that can affect these communities and organizations.	09/28/19	4/17/2020	3	2	4	3
<b>MACSW5.CB4.</b> Demonstrate leadership in formulating and implementing comprehensive advocacy campaigns (didactic and/or applied activity)	I will demonstrate this leadership by first educating principals on the importance of advocating for these undocumented students & there families. They can do so by making it	09/28/19	4/17/2020	4	4	5	4

	more inclusive and ensuring that translated paperwork is being sent out to these Spanish speaking families.						
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**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities** Social workers in macro practice manage conflict and disagreement, seek common ground, and interact effectively with individuals, families, groups, organizations and communities, maintaining a commitment to the needs of vulnerable populations. They create opportunities for influence by sustaining relationships over time.

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				1st Semester field instructor assessment	1st Semester student self-assessment	2nd Semester field instructor assessment	2nd Semester student self-assessment
<b>MACSW6.CB1.</b> Identify and analyze a social justice issue, choose a goal, intervene/engage and evaluate outcomes.	participate in the LGBT (silent crisis) training and educate schools on this and how they can support in creating a safe place environment for students	09/30/19	4/17/2020	3	4	4	4
<b>MACSW6.CB2.</b> Develop and/or implement multiple engagement	assist in creating healthy environment	09/30/19	4/17/2020	3	3	5	4

strategies that reflect an understanding of structural, environmental, and/or power dynamics concerns (didactic and/or applied activity)	for the SNAP education, Gale Knight -His Place community center						
<b>MACSW6.CB3.</b> Develop own leadership skills to initiate and facilitate dialogue that mobilizes and sustains action (didactic and/or applied activity)	I will develop an outreach video to describe and attract current and prospective students to the macro curriculum within the School of Social Work.	12/02/19	4/17/2020	4	4	4	4
<b>MACSW6.CB4.</b> Use multiple digital, written, and/or verbal communication skills to engage different constituencies, partner and targeted audiences (didactic and/or applied activity)	Develop digital guides for educational purposes in using GAS, teachers & students	09/30/19	4/17/2020	4	4	4	4

<p><b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b> Social workers in macro practice create inclusive assessment processes to elicit meaningful feedback and promote active participation from individuals, families, groups, organizations and communities. They also examine and account for their own biases and interest conducting assessments.</p>							
		<b>Date Added</b>		<b>Semester Evaluation</b>			

<b>Macro Advanced Practice Behaviors</b>	<b>Activities or products:</b> How will you demonstrate that you are competent in each practice behavior?		<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>
<b>MACSW7.CB1.</b> Analyze empirical frameworks and models of organizational, community, and/or policy development to assess their implications for improving quality of life and/or advocacy activities	I'll provide analyses around the whole child initiative to teachers and providers in the VBISD	09/30/19	9/9/2019	4	3	5	4
<b>MACSW7.CB2.</b> Assess and analyze assets, needs, benefits, gaps, in services, rights, and the inequitable distribution of resources and power to identify appropriate macro interventions (didactic and/or applied activity)	Complete a SWAT analysis on the SNAP program in the after school programs the VBISD will be serving	09/30/19	4/17/2020	4	4	5	4
<b>MACSW7.CB3.</b> Prepare reports that summarize and/or analyze already collected data and frame options for interventions	I will develop this by reporting on Smarter Lunchroom which is a (Pre-school evaluation) - Environmental change work-Policy systems evaluation change	09/30/19	4/17/2020	4	3	4	4

<b>MACSW7.CB4.</b> Design and conduct assessments of structure, composition, processes, and environmental factors that affect organizational performance, community development, and/or policy practice activities (didactic and/or applied activity)	Implemented the GAS for families to measure their goals related to SNAP-In relation to nutrition	<input type="text" value="09/30/19"/>	4/17/2020	2	2	3	3
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**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities** Social workers in macro practice coordinate activities including coalition building, advocacy, and program development and implementation, to support individuals, families, groups, organizations and communities. They educate, mobilize, and collaborate with community groups and other stakeholders to build power and capacity for positive community transformation.

<b>Macro Advanced Practice Behaviors</b>	<b>Activities or products:</b> How will you demonstrate that you are competent in each practice behavior?	<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>MACSW8.CB1.</b> Critically review, plan, and develop, programs to address identified programming gaps and/or human rights and social and environmental justice issues (didactic and/or applied activity)	Needs assessment gap-Will look into Kalamazoo schools we serve around SNAP and ensure to focus on the gaps with middle/high schools	<input type="text" value="09/30/19"/>	4/17/2020	3	3	4	4

<p><b>MACSW8.CB2.</b> Demonstrate an understanding of the breadth of the leadership and managerial skills necessary to either successfully design, implement, or assess relevant interventions while working with organizations, communities, and/or constituencies.</p>	<p>I will investigate the PhD process and compare/contrast the determinants on why some people get fully funded</p>	<p>09/30/19</p>	<p>11/21/2019</p>	<p>4</p>	<p>3</p>	<p>5</p>	<p>5</p>
<p><b>MACSW8.CB3.</b> Select theoretically and empirically informed interventions that could achieve community, organizational, and/or policy goals that would enhance well-being for clients and constituency</p>	<p>Submit the Blue Cross Blue Shield grant for one school-Hartford Public School</p>	<p>09/30/19</p>	<p>11/31/2019</p>	<p>5</p>	<p>2</p>	<p>5</p>	<p>5</p>
<p><b>MACSW8.CB4.</b> Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies and facilitate their participation in macro interventions (didactic and/or applied activity)</p>	<p>I will connect and perform this by meeting with students at the High school level to see how their participation in having ideas for this grant can be used to better serve the overall wellness of students at there school.</p>	<p>09/28/19</p>	<p>11/1/2019</p>	<p>4</p>	<p>4</p>	<p>5</p>	<p>4</p>

**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** Social workers in macro practice monitor the processes and evaluate the goals, outcomes, and impacts of community practice and policy change efforts. They strive to include the perspectives, input, and participation of clients and community members thought the evaluation process.

Macro Advanced Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	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>MACSW9.CB1.</b> Evaluate the challenges of implementing programs, policy procedures, and/or legislative agendas (didactic and/or applied activity)	I will demonstrate this by specifically evaluating the challenges proposed for schools in Van Buren that so not have a Wellness team. I will also evaluate the policies for these schools that are not able to receive this grant.	09/28/19	11/1/2019	3	3	4	4
<b>MACSW9.CB2.</b> Integrate theoretical and conceptual frameworks into evaluation strategies that facilitate understanding of community, organizational, and policy dynamics and outcomes	I will evaluate and do an assessment regarding the demographics and population for the Van Buren county schools	09/29/19	4/17/2020	4	4	5	5

<p><b>MACSW9.CB3.</b> Develop evaluation plans that include clear goals, objectives, outputs, and outcomes, and operationalize all aspects of a planned evaluation, including but not limited to partnerships, data collection instruments/measures, data collection methods, statistical analyses, and dissemination (didactic and/or applied activity)</p>	<p>I will evaluate our GAS clients and their progress in relation to the 0-4 scale. This is an ongoing evaluation that will continue until the end of my field placement. I will also evaluate monthly my 2 GAS goals for I-Peer.</p>	<p>09/29/19</p>	<p>12/9/2019</p>	<p>3</p>	<p>3</p>	<p>4</p>	<p>3</p>
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<p><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></p>							
<p><b>Macro Advanced Practice Behaviors</b></p>	<p><b>Activities or products:</b> How will you demonstrate that you are competent in each practice behavior?</p>	<p><b>Date Added</b></p>	<p><b>Date Completed</b></p>	<p><b>Semester Evaluation</b></p>			
				<p><b>1st Semester field instructor assessment</b></p>	<p><b>1st Semester student self-assessment</b></p>	<p><b>2nd Semester field instructor assessment</b></p>	<p><b>2nd Semester student self-assessment</b></p>
<p>WMU PB42 Practice appropriate physical self-care</p>	<p>Workout 5 days per week for at least one hour-Planet fitness/WMU Rec/Intramural Soccer</p>	<p>09/28/19</p>	<p>9/28/2019</p>	<p>3</p>	<p>3</p>	<p>5</p>	<p>5</p>



WMU PB43 Practice appropriate emotional self-care	Will take 30 minutes of my field placement to practice emotional self-care by not being around electronics or computers-The other 30 minutes I will watch motivational videos and reflect on them	09/28/19	9/28/2019	2	1	4	4
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