

|                        |                      |
|------------------------|----------------------|
| STUDENT NAME:          | Wonderful Student    |
| FIELD INSTRUCTOR NAME: | Super Worker         |
| AGENCY:                | Best Clinical Agency |

|  |  |   |                                       |  |                                       |  |   |
|--|--|---|---------------------------------------|--|---------------------------------------|--|---|
| <b>Social Work Competencies &amp; Professional Behaviors, Dimensions (MSW)</b>   | <b>(Refer to INSTRUCTIONS Tab)</b><br><b>X ONGOING</b> Unable to evaluate level of attainment yet.<br><b>1 LIMITED</b> < 70% of time BEHAVIORS are demonstrated.<br><b>2 EMERGING</b> 70-80% of time BEHAVIORS are demonstrated.<br><b>3 CAPABLE</b> 80-90% of time BEHAVIORS are demonstrated.<br><b>4 STRONG</b> near 100% of time BEHAVIORS are demonstrated.   | Student Baseline<br>(End of 4th week)   | Student Midpoint<br>(End of 1st Sem.) | Instructor Midpoint<br>(End of 1st Sem.) | Student Endpoint<br>(End of 2nd Sem.) | Instructor Endpoint<br>(End of 2nd Sem.) |   |
|  | <b>COMPETENCY # 1 DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR</b>  |   |                                       |  |                                       |  |   |
|  | <b>1.1 Makes ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making. (K) (CA)</b>   | <i>Understands the value base of the profession.</i><br><i>Understands the profession's ethical standards.</i><br><i>Understands relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels.</i><br><i>Understand frameworks of ethical decision-making.</i><br><i>Understands how to apply principles of critical thinking to those frameworks in practice.</i><br><i>Understands how to apply principles of critical thinking to those frameworks in research.</i><br><i>Understands how to apply principles of critical thinking to those frameworks in policy arenas.</i> | 2                                     | 3  | 3                                     | 4  | 4 |
|  | <b>LEARNING ACTIVITIES</b>   | 1. (K) Reviewing one out of the six sections of the NASW code of ethics every other week before December 2019, integrating the knowledge into practice, discussing these practice interactions with my supervisor, and re ording these experiences in my journal.<br><br>2. (CA) Researching some of the latest discussions and issues on the NASW website up to 5 times before April 2020, discussing these issues in seminar, and discussing the issues during group and one-on-one supervision.  |                                       |  |                                       |  |   |
|  | <b>MIDPOINT COMMENTS</b>   | Wonderful has an understanding of the NASW Code of Ethics to help make ethical decisions.   |                                       |  |                                       |  |   |
| <b>ENDPOINT COMMENTS</b>   | Wonderful demonstrates ethical behavior. No concerns identified during her time with us at Best Clinical Agency.   |   |                                       |  |                                       |  |   |
| <b>1.2 Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations (V)</b> | <i>Recognizes personal values.</i><br><i>Recognizes the distinction between personal and professional values.</i><br><i>Understands how their personal experiences influence their professional judgment and behavior.</i><br><i>Understands how their affective reactions influence their professional judgment and behavior.</i>   | 2   | 3                                     | 3  | 4                                     | 4  |   |
| <b>LEARNING ACTIVITIES</b>   | 1. (V) Spending time reflecting on my personal values pertaining to the activities I participate in at Best Clinical Agency; discussing how my values affect my practice at Best Clinical Agency with my supervisor and field instructor during supervision and seminar.<br>2. Practicing self-care methods (napping, walking, meal prepping, etc.) as necessary throughout my practicum experience at Best Clinical Agency and discussing when and why I perform these with my supervisor through April 2020. |   |                                       |  |                                       |  |   |
| <b>MIDPOINT COMMENTS</b>   | Wonderful is able to use self-reflection to manage personal values.  |   |                                       |  |                                       |  |   |
| <b>ENDPOINT COMMENTS</b>   | Wonderful was always observed behaving in a professional manner both with patients and other staff at Best Clinical Agency. Wonderful also has a strong sense of identity which allows her the ability to balance personal life and work.  |   |                                       |  |                                       |  |   |
| <b>1.3 Demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication. (S)</b>      | <i>Understands the profession's history.</i><br><i>Understands the profession's mission.</i><br><i>Understands the profession's roles.</i><br><i>Understands the profession's responsibilities of the profession.</i><br><i>Understands the role of other professions when engaged in inter-professional teams.</i><br><i>Written, oral, and electronic communication attains a professional standard.</i><br><i>Appearance, demeanor, behavior is professional.</i>   | 2   | 3                                     | 3  | 4                                     | 4  |   |

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|--|---|------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|
| LEARNING ACTIVITIES  | 1. (S) Document in Avatar up to 5 times at Best Clinical Agency through April 2020.<br>2. Participating in and writing about group supervision, one-on-one supervision, and other social work settings; discussing these interactions with my supervisor and field instructor; and reflecting on them in my journal through December 2019.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is developingn good professional skills.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful has good documentation skills. She has clear communication and a professional demeanor.   |                                    |                                    |                                       |                                    |                                       |
| 1.4 Uses technology ethically and appropriately to facilitate practice outcomes; and use supervision and consultation to guide professional judgment and behavior. (S) | <i>Recognizes the importance of life-long learning.<br/>Uses agency data base effectively.<br/>Meets regularly with supervisor.</i>   | 2                                  | 2                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES  | 1. (S) Watching social work supervisors document in Avatar up to 5 times and discussing each entry with a working profession prior to utilizing Avatar on my own by December 2019.<br>2. (S) Using strengths-perspective when documenting in Avatar or via e-mail and improving my writing, speaking, and thinking by increasing knowledge of terminology, cultural competency, and empowerment models prior to April 2020. |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is learning to use our documentation system.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful has demonstrated the ability to utilize various technologies to continue to learn. Wonderful worked closely with multiple social workers which increased her level of supervision compared to other oppurtunities. She has always used supervision time appropriately.  |                                    |                                    |                                       |                                    |                                       |
| 1.5 Uses supervision and consultation to guide professional judgement and behavior (CA)  | <i>Seeks out supervision as necessary.<br/>Arrives at supervision prepared, aware of assistance and input needed.</i>   | 3                                  | 3                                  | 4                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES  | 1. (CA) Will create a checklist to help identify how to engage with and areas to observe when shadowing social workers for future interns and will review during weekly supervision until April 2020.<br>2. (K) Integrating current and past class materials into practice and assessing personal progress of how my professional judgement has grown in my journal up to 10 times before December 2019.                    |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is doing well learning how to use supervision to ensure she is growing in her professional judgement.   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful work independently but also asks questions and uses supervision appropriately.  |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score for Competency #1</b>   |   | <b>2.20</b>                        | <b>2.80</b>                        | <b>3.20</b>                           | <b>4.00</b>                        | <b>4.00</b>                           |
| <b>COMPETENCY #2 ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE</b>   |   |                                    |                                    |                                       |                                    |                                       |

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|--|--|------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|
| 2.1 Applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels (K) (S) | <p><i>Understands how diversity and difference characterize the human experience and are critical to the formation of identity.</i></p> <p><i>Understands how diversity and difference shape the human experience and are critical to the formation of identity.</i></p> <p><i>Understands the forms and mechanisms of oppression and discrimination.</i></p> <p><i>The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status.</i></p> <p><i>Understands that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.</i></p> <p><i>Understands the forms and mechanisms of oppression and discrimination.</i></p> <p><i>Can articulate all of the above understandings effectively.</i></p> | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES  | <p>1. (K) Researching the demographics of the patient population at Best Clinical Agency, discussing the information and how I relate or differ from the backgrounds of the patients with my supervisor, instructor, and other working professionals up to 3 times before December 2019.</p> <p>2. (S) Researching mental health stigma across different cultural and ethnic backgrounds; utilizing cultural competency to interact effectively with patients of diverse cultural and ethnic backgrounds.</p>  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is able to communicate how important diversity is in working with our patients.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Best Clinical Agency is a diverse field placement setting. Wonderful was able to work well with all patients in all dimensions of diversity.   |                                    |                                    |                                       |                                    |                                       |
| 2.2 Presents themselves as learners and engages clients and constituencies as experts of their own experiences (S)   | <p><i>Recognizes the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.</i></p> <p><i>Observes and interacts with diverse populations to better understand diversity and impact on people's lives.</i></p>  | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES  | <p>1. (S) Being aware of times I am not competent and stepping back to educate myself, ask questions, and reflect on these occurrences in my journal, then discussing with my field supervisor or field instructor up to 5 times before December 2019.</p> <p>2. (S) Being aware of and expressing my feelings as a student and my learning to my supervisor or field instructor during supervision or seminar up to 4 times before April 2020.</p>  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful has showed she wants to learn and ask questions on a regular basis to increase her knowledge level.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful is inquisitive and always eager to learn new things.   |                                    |                                    |                                       |                                    |                                       |
| 2.3 Applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies (CA) (V)               | <p><i>Understands that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.</i></p> <p><i>Critically examines own biases and values, recognizing impact on practice.</i></p>  | 4                                  | 4                                  | 4                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES  | <p>1. (CA) Wonderful will recognize when her personal biases run the risk for affecting her professionalism and objectivity when working with clients.</p> <p>2. (V) Wonderful will practice cultural sensitivity and keep in mind how her own cultural upbringing influences her perspective.</p>   |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is developing the ability to self-regulate her personal biases and values.   |                                    |                                    |                                       |                                    |                                       |

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|--|---|------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|
| ENDPOINT COMMENTS  | Wonderful often shared her background during supervision and was cognizant of how this differs from a lot of our patients background. Wonderful was still able to connect with patients despite this.   |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score for Competency #2</b>   |   | 3.00                               | 3.50                               | 3.50                                  | 4.00                               | 4.00                                  |
| <b>Competency #3 Advances Human Rights and Social, Economic, and Environmental Justice</b>   |   |                                    |                                    |                                       |                                    |                                       |
| 3.1 Applies their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels (CA) (K) | <i>Understands and describes that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education.</i><br><i>Understands and describes the global interconnections of oppression and human rights violations.</i><br><i>Knowledgeable about theories of human need and social justice and applies them appropriately.</i>  | 3                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES  | 1. (CA) Based upon observations of client behaviors at Best Clinical Agency based on their diverse backgrounds, create a set of guidelines to use that shows ways to advocate for social justice of patients and discuss during weekly supervision up to 5 times before April 2020.<br>2. (K) Researching diverse populations and how individuals are affected by this diversity and discussing how it can be combated during supervision and in my journal through December 2019.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is able to identify needs to patients and ways to advocate for them.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful advocates for the best interest of patients.  |                                    |                                    |                                       |                                    |                                       |
| 3.2 Engages in practices that advance social, economic, and environmental justice (V, S)   | <i>Committed to advancing social, economic, and environmental justice.</i><br><i>Knowledgeable about strategies to promote social and economic justice and human rights.</i><br><i>Values, understands and demonstrates strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably.</i><br><i>Values, understands, and demonstrates strategies designed to eliminate oppressive structural barriers to ensure that civil, political, environmental, economic, social, and cultural human rights are protected.</i> | 3                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES  | 1. (V) Attempting to integrate my knowledge of social injustices into my interaction with clients before April 2020.<br>2. (S) Discussing injustices patients disclose while at Best Clinical Agency with my supervisor up to 5 times before April 2020.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is able to identify social injustices that affect the clients she has worked with.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful is able to identify barriers and strives to eliminate oppression.   |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score for Competency #3</b>   |   | 3.00                               | 3.00                               | 3.00                                  | 4.00                               | 3.50                                  |
| <b>Competency #4 Engage in Practice-informed Research and Research-informed Practice</b>   |   |                                    |                                    |                                       |                                    |                                       |
| 4.1 Uses practice experience and theory to inform scientific inquiry and research. (CA) (S)  | <i>Understands and articulates quantitative research methods in advancing a science of social work and in evaluating their practice.</i><br><i>Understands qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice.</i><br><i>Demonstrates application of skills and theory to study their own practice.</i>   | 3                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES  | 1. (CA) Develop a guide to use to monitor and further develop my skills to use in evaluating my practice and will discuss this with my supervisor up to 10 times before April 2020.<br>2. (S) Review both qualitative and quantitative research methods and identify how to use with the groups I facilitate prior to December 2019.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is able to indicate how appropriate research is reflected in practice.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful applied evidence based interventions when working with patients.  |                                    |                                    |                                       |                                    |                                       |

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| 4.2 Applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. (S)                   | <i>Understands and demonstrates the processes for translating research findings into effective practice and demonstrates research skills successfully.</i>  | 3                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES   | 1. (S) Creating up to 3 qualitative survey questions related to my group prior to April 2020.<br>2. (S) Creating up to 3 quantitative survey questions related to my group prior to April 2020.   |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is researching appropriate articles to help develop questions for survey.   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful was able to create survey questions based off quantitative and qualitative research. Wonderful is able to think critically.   |                                    |                                    |                                       |                                    |                                       |
| 4.3 Uses and translates research evidence to inform and improve practice, policy, and service delivery. (K) (V)                                   | <i>Understands the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge<br/>Understands that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing.<br/>Values practice wisdom, empirical knowledge, and client collaboration.</i>   | 3                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES   | 1. (K) Taking time to research the most evidence-based and effective interventions for SAMI patients.<br>2. (V) Creating a presentation that will integrate what I know and value about social justice and discussing with my supervisor how these values relate to Best Clinical Agency and my group facilitations prior to April 2020.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is doing well reading research and able to communicate how it relates to our patients.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful works collaborately with clients.   |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score for Competency #4</b>  |   | 3.00                               | 3.00                               | 3.00                                  | 4.00                               | 3.00                                  |
| <b>Competency #5 Engage in Policy Practice</b>  |   |                                    |                                    |                                       |                                    |                                       |
| 5.1 Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. (K) | <i>Understands the history and current structures of social policies and service.<br/>Recognizes and understands the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy.<br/>Understands that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels.</i> | 3                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES   | 1. (K) Speaking with my supervisor and other working professionals about ways to combat issues patients at Best Clinical Agency face due to policy and legislation at least 5 times and journaling about these conversations through December 2019.<br>2. (K) Researching the history of public healthcare in the state of Ohio and how it relates to individuals with serious and persistent mental illness.                         |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is doing well at identifying social policies relevant to our population.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful is aware of limitations in access to dual diagnosis treatment in Ohio and how policies impact their ability to obtain care.   |                                    |                                    |                                       |                                    |                                       |

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| 5.2 Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services (V, CA)  | <i>Values social justice.<br/>Understands and articulates the role of policy in service delivery.<br/>Understands and articulates the role of practice in policy development.</i>  | 3                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES   | 1. (V) Researching the affect social welfare and economic policies impact the clients and working professionals at Best Clinical Agency and discussing the findings with my supervisor or in seminar up to 5 times before April 2020.<br>2. (CA) Develop a chart that reflects relevant social policies at a local, state and federal level and identify how agency procedures reflect these and share with my supervisor, at least 10 times before April 2020.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is able to identify relevante social policies (local, state, federal).   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful learned about resources in the community during her internship and how policy has impacted their availability.   |                                    |                                    |                                       |                                    |                                       |
| 5.3 Applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. (S)                                   | <i>Understands their role in policy development and demonstrates implementation within their practice settings at the micro, mezzo, and macro levels.<br/>Knowledgeable and demonstrates elements of policy formulation, analysis, implementation, and evaluation.<br/>Actively engages in policy practice to effect change within micro, mezzo, and macro settings.</i>   | 3                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES   | 1. (S) Actively listening and communicating with my supervisor, peers, and other the underlying issues within Best Clinical Agency and society when there is a problem in need of a solution and recording these interactions in my journal up to 5 times before December 2019.<br>2. (CA) Critically thinking of practical ways to engage myself and other working professionals in human rights advocacy and discussing desired policy changes before April 2019.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is showing the ability to apply critical thinking in advocating for patients.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful was a part of many discussions regarding societal issues related to accss to care.   |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score Competency #5</b>  |  | <b>3.00</b>                        | <b>3.00</b>                        | <b>3.00</b>                           | <b>4.00</b>                        | <b>3.00</b>                           |
| <b>Competency #6 Engages with Individuals, Families, Groups, Organizations, and Communities</b>   |  |                                    |                                    |                                       |                                    |                                       |
| 6.1. Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies (K, S) | <i>Understands that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities.<br/>Understands theories of human behavior and the social environment.<br/>Critically evaluates and applies this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities.<br/>Understands and demonstrates strategies to engage diverse clients and constituencies to advance practice effectiveness.</i> | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |

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| LEARNING ACTIVITIES  | 1. (K) Staying updated on the latest human behavior knowledge and discussing findings in my journal, seminar, and/or with my supervisor and other working professionals up to 10 times until April 2020.<br>2. (S) Spending at least 5 hours each week interacting and building relationships with patients at Best Clinical Agency in order to meet the patients where they are and discussing these interactions with my supervisor up to 5 times by April 2020.             |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is starting to demonstrate the ability to identify appropriate theories to apply with patient population.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful engages well with patients. She worked with a diverse population of patients and was able to creatively find ways to build rapport.  |                                    |                                    |                                       |                                    |                                       |
| 6.2 Uses empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. (CA) (V)  | <i>Understands and articulates how their personal experiences may impact their ability to effectively engage with diverse clients and constituencies.</i><br><i>Understands and articulates how their affective reactions may impact their ability to effectively engage with diverse clients and constituencies.</i><br><i>Values the importance of human relationships.</i>  | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES  | 1. (CA) Combating my biases and assumptions with facts, relationships, and understanding while assessing my emotions or reactions in my journal, seminar, or supervision up to 5 times before April 2020.<br>2. (V) Using my values and skills to be empathetic, focused, and reflective of feelings of clients during interactions with the clients and discussing my behavior with my supervisor or in my journal up to 5 times by April 2020.                               |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful is doing well on demonstrating use of reflection and interpersonal skills with patients.   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful often displayed empathy for her patients and was able to be fully present during interactions.   |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score Competency #6</b>   |  | 2.00                               | 3.00                               | 3.00                                  | 4.00                               | 4.00                                  |
| <b>Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities</b>                                 |  |                                    |                                    |                                       |                                    |                                       |
| 7.1 Collects and organizes data, and apply critical thinking to interpret information from clients and constituencies (CA) | <i>Understand and describes how their personal experiences may affect their assessment and decision-making.</i><br><i>Understands and describes how their affective reactions may affect their assessment and decision-making.</i><br><i>Critically evaluates and applies this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities.</i>   | 3                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES  | 1. (CA) Observing client behavior at Best Clinical Agency at least once a week, discussing the behavior with my supervisor or other working professionals, and coming up with at least 2 ways to interact with the patients by April 2020.<br>2. (CA) Participating and critically reviewing patient behavior in AA at least once a week, discussing the behavior with my supervisor, and coming up with at least 2 ways to engage or interact with patients by December 2019. |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS  | Wonderful has done well learning how to complete assessments.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS  | Wonderful is able to complete assessments independently and is insightful.   |                                    |                                    |                                       |                                    |                                       |

| Social Work Competencies & Professional Behaviors, Dimensions (MSW)   | <p>(Refer to INSTRUCTIONS Tab)</p> <p>X ONGOING Unable to evaluate level of attainment yet.</p> <p>1 LIMITED &lt; 70% of time BEHAVIORS are demonstrated.</p> <p>2 EMERGING 70-80% of time BEHAVIORS are demonstrated.</p> <p>3 CAPABLE 80-90% of time BEHAVIORS are demonstrated.</p> <p>4 STRONG near 100% of time BEHAVIORS are demonstrated.</p>   | Student Baseline (End of 4th week) | Student Midpoint (End of 1st Sem.) | Instructor Midpoint (End of 1st Sem.) | Student Endpoint (End of 2nd Sem.) | Instructor Endpoint (End of 2nd Sem.) |
|---|--|------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|
| 7.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. (K) (S) | <p><i>Understands theories of human behavior and the social environment</i></p> <p><i>Recognizes and evaluates the implications of the larger practice context in the assessment process.</i></p>  | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES   | <p>1. (K) Researching and discussing with my supervisor how working professionals at Best Clinical Agency have adapted services to diverse populations up to 4 times before December 2020.</p> <p>2. (S) Reflecting upon my skills and values in relation to the NASW Code of Ethics each week during supervision until April 2020.</p>  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is on target.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | As an inpatient setting, Wonderful was able to meet the patients where they are and assess the patient while in this structured environment.   |                                    |                                    |                                       |                                    |                                       |
| 7.3 Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies (CA)  | <p><i>Understands and describes that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities.</i></p> <p><i>Understands and critically examines methods of assessment with diverse clients and constituencies to advance practice effectiveness.</i></p> | 2                                  | 3                                  | 4                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES   | <p>1. (CA) Critically assessing my skills in my journal and in weekly supervision to make sure I am pushing my limits until December 2019.</p> <p>2. (S) Communicating with my supervisor about my personal and professional goals and expectations during supervision until April 2020.</p>   |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Doing well in identifying appropriate evidence based interventions appropriate for patients.   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful effectively completes assessments with a broad population of patients.   |                                    |                                    |                                       |                                    |                                       |
| 7.4 Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. (V)  | <p><i>Values the importance of inter-professional collaboration in this process.</i></p> <p><i>Is committed to best practice intervention strategies.</i></p> <p><i>Is committed to collaboration with clients.</i></p>  | 2                                  | 3                                  | 4                                     | 4                                  | 4                                     |



| Social Work Competencies & Professional Behaviors, Dimensions (MSW)   | (Refer to INSTRUCTIONS Tab)<br>X ONGOING Unable to evaluate level of attainment yet.<br>1 LIMITED < 70% of time BEHAVIORS are demonstrated.<br>2 EMERGING 70-80% of time BEHAVIORS are demonstrated.<br>3 CAPABLE 80-90% of time BEHAVIORS are demonstrated.<br>4 STRONG near 100% of time BEHAVIORS are demonstrated.  | Student Baseline (End of 4th week) | Student Midpoint (End of 1st Sem.) | Instructor Midpoint (End of 1st Sem.) | Student Endpoint (End of 2nd Sem.) | Instructor Endpoint (End of 2nd Sem.) |
|---|---|------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|
| LEARNING ACTIVITIES   | 1. (V) Reviewing and researching the NASW Code of Ethics Social Work Values each week, integrating these values into practice, and discussing my knowledge in supervision and my journal up to 10 times through December 2019.<br>2. (S) Focusing on the strengths of the patients at Best Clinical Agency during each interaction and holding myself accountable for personal biases by recording my thoughts on significant interactions in my journal, reviewing these entries, and discussing them with my supervisor or in seminar each week until April 2020.   |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | On target.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful succesfully is able to identify patient strengths.  |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score Competency #7</b>  |   | 2.25                               | 3.00                               | 3.50                                  | 4.00                               | 4.00                                  |
| <b>COMPETENCY # 8 Intervenes with Individuals, Families, Groups, Organizations, and Communities</b>   |   |                                    |                                    |                                       |                                    |                                       |
| 8.1 Critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies. (CA) (S)  | <i>Understand and describes methods of identifying evidence-informed interventions to achieve client and constituency goals.</i><br><i>Understand and describes methods of analyzing evidence-informed interventions to achieve client and constituency goals.</i><br><i>Understands that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities.</i><br><i>Critically evaluates and applies theories of human behavior and social environment to effectively intervene with clients and constituencies.</i> | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES   | 1. (CA) Getting feedback from peers, Best Clinical Agency patients, supervisors, and other working professionals on ways to enhance my therapeutic rapport and intervention strategies until April 2020.<br>2. (S) Using media to provide accessible information to patients as part of my mindfulness-based group by December 2019.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | On task to do this more inepedently next semester.  |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful is interactive with patients and works towards patient goals. She meets the patients where they are.  |                                    |                                    |                                       |                                    |                                       |
| 8.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies (K, S) | <i>Understands theories of human behavior and the social environment.</i><br><i>Knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities.</i><br><i>Demonstrates skill in application of HBSE and PIE theory during intervention.</i>  | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES   | 1. (K) Reviewing my knowledge of human behavior and integrating this into practice and discussing this during supervision or in my journal each week through December 2019.<br>2. (S) Making sure to give myself time to think and process information before reacting out of impulse or emotion; I will review my discernment with my supervisor up to 10 times before April 2020.   |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | On target   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful is knowledable is on evidenced based interventions such as motivational interviewing.   |                                    |                                    |                                       |                                    |                                       |

| Social Work Competencies & Professional Behaviors, Dimensions (MSW)   | (Refer to INSTRUCTIONS Tab)<br>X ONGOING Unable to evaluate level of attainment yet.<br>1 LIMITED < 70% of time BEHAVIORS are demonstrated.<br>2 EMERGING 70-80% of time BEHAVIORS are demonstrated.<br>3 CAPABLE 80-90% of time BEHAVIORS are demonstrated.<br>4 STRONG near 100% of time BEHAVIORS are demonstrated.  | Student Baseline (End of 4th week) | Student Midpoint (End of 1st Sem.) | Instructor Midpoint (End of 1st Sem.) | Student Endpoint (End of 2nd Sem.) | Instructor Endpoint (End of 2nd Sem.) |
|---|---|------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|
| 8.3 Uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes. (S)       | <i>Demonstrates effective collaboration during interprofessional teamwork activities.</i>   | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES   | 1. (S) Participating in staffing sessions, supervisions, and CEU presentations to collaborate on new skills and improving existing skills at least 10 times before December 2019.<br>2. (CA) Collaborating with other professionals to generate survey questions to assess the effect of an intervention before, during, and after its implementation by April 2020.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is on target to work more independently inter-professionally.   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful worked with multiple SAMI counselors during her internship. She worked well as a member of a team.  |                                    |                                    |                                       |                                    |                                       |
| 8.4 Negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies. (S, V)    | <i>Demonstrates effectiveness in the roles of mediator and advocate. Values the importance of interprofessional communication in interventions. Demonstrates culturally competent communication skills.</i>   | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES   | 1. (S) Participating in and co-facilitating group interactions or activities with supervision and discussing these interactions with my supervisor up to 5 times before December 2019.<br>2. (V) Assessing my skill level by meeting with my supervisor weekly through April 2020 in order to maintain competency.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | On target   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful communicates well with patients.  |                                    |                                    |                                       |                                    |                                       |
| 8.5 Facilitates effective transitions and endings. (S)  | <i>Recognizes that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration. Demonstrates effective termination, referral and follow-up with clients and others.</i>  | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES   | 1. (S) Participating in and leading group interactions or activities without supervision and discussing these interactions with my supervisor up to 3 times before April 2020.<br>2. (CA) Using feedback from my peers, supervisor, and instructor; documenting personal change in my journal; and discussing the change with my supervisor weekly until April 2020.  |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is ready to facilitate terminations on her own.   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful facilitated groups independently. Wonderful did a wonderful job incorporating yoga and mindfulness at Best Clinical Agency in group sessions. Wonderful is able to terminate relationships  |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score for COMPETENCY #8</b>  |   | 2.00                               | 3.00                               | 3.00                                  | 4.00                               | 4.00                                  |
| <b>COMPETENCY # 9 Evaluates Practice with Individuals, Families, Groups, Organizations, and Communities</b> |   |                                    |                                    |                                       |                                    |                                       |
| 9.1 Selects and uses appropriate methods for evaluation of outcomes. (K) (S)                                | <i>Understands that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Recognizes and demonstrates the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness.</i>  | 2                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES   | 1. (K) Reviewing existing knowledge and theories regarding human behavior and the social environment, integrating them into practice, and discussing them in my journal or during supervision up to 10 times before April 2020.<br>2. (S) Using communication skills to assess clients' situations before making assumptions, discussing these interactions with my supervisor, and recording significant inner dialogue in my journal up to 3 times prior to April 2020. |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is readying to work on this on her own next semester.   |                                    |                                    |                                       |                                    |                                       |

| Social Work Competencies & Professional Behaviors, Dimensions (MSW)   | (Refer to INSTRUCTIONS Tab)<br>X ONGOING Unable to evaluate level of attainment yet.<br>1 LIMITED < 70% of time BEHAVIORS are demonstrated.<br>2 EMERGING 70-80% of time BEHAVIORS are demonstrated.<br>3 CAPABLE 80-90% of time BEHAVIORS are demonstrated.<br>4 STRONG near 100% of time BEHAVIORS are demonstrated.  | Student Baseline (End of 4th week) | Student Midpoint (End of 1st Sem.) | Instructor Midpoint (End of 1st Sem.) | Student Endpoint (End of 2nd Sem.) | Instructor Endpoint (End of 2nd Sem.) |
|---|---|------------------------------------|------------------------------------|---------------------------------------|------------------------------------|---------------------------------------|
| ENDPOINT COMMENTS   | Wonderful gathers information from the patients successfully.   |                                    |                                    |                                       |                                    |                                       |
| 9.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies (K, S) | <i>Understands theories of human behavior and the social environment. Critically evaluates and applies theories of human behavior and the social environment in evaluating outcomes.</i>  | 2                                  | 3                                  | 3                                     | 4                                  | 4                                     |
| LEARNING ACTIVITIES   | 1. (K) Researching and analyzing up to 5 multidisciplinary theoretical frameworks and recording this knowledge in my journal or discussing in seminar before April 2020.<br>2. (S) Observing interactions that meet patients in their environment (intake, discharge, groups, etc.) and discussing these observation with my supervisor up to 5 times before April 2020.      |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | Wonderful is making progress.   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful was aware of various positive and negative outcomes with patients during her time at Best Clinical Agency. She understands that relapse is a part of recovery.  |                                    |                                    |                                       |                                    |                                       |
| 9.3 Critically analyzes, monitors, and evaluates intervention and program processes and outcomes. (CA) (V)  | <i>Understands qualitative methods for evaluating outcomes. Understands quantitative methods for evaluating outcomes. Values formative and summative assessment processes.</i>  | 2                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES   | 1. (CA) Creating a survey or questionnaire that will critically assess and monitor the effectiveness of a group intervention by April 2020.<br>2. (V) Referring to the NASW Code of Ethics and engaging with my supervisor during weekly supervision or as needed when I have doubts about the ways I am interacting with students/ clients through April 2020.               |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | On target   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful was able to complete the survey and we will review findings to apply to improving services.   |                                    |                                    |                                       |                                    |                                       |
| 9.4 Applies evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. (CA)   | <i>Understands, discusses, and applies qualitative methods for evaluating practice effectiveness. Understands, discusses, and applies quantitative methods for evaluating practice effectiveness.</i>   | 2                                  | 3                                  | 3                                     | 4                                  | 3                                     |
| LEARNING ACTIVITIES   | 1. (CA) Utilizing research findings with patients at Best Clinical Agency and discussing these interactions with my supervisor or other working professionals through April 2020.<br>2. (K) Researching and analyzing up to 5 multidisciplinary theoretical frameworks and discussing the findings with the Best Clinical Agency staff during supervision through April 2020. |                                    |                                    |                                       |                                    |                                       |
| MIDPOINT COMMENTS   | On target   |                                    |                                    |                                       |                                    |                                       |
| ENDPOINT COMMENTS   | Wonderful has been able to consistently take findings and improve her practice.   |                                    |                                    |                                       |                                    |                                       |
| <b>Average Score for COMPETENCY #9</b>  |   | 2.00                               | 3.00                               | 3.00                                  | 4.00                               | 3.25                                  |

|  |   |  |  |   |  |   |
|--|---|--|--|---|--|---|
| <b>Social Work Competencies &amp; Professional Behaviors, Dimensions (MSW)</b> | <p>(Refer to INSTRUCTIONS Tab)</p> <p>X <b>ONGOING</b> Unable to evaluate level of attainment yet.</p> <p>1 <b>LIMITED</b> &lt; 70% of time <b>BEHAVIORS</b> are demonstrated.</p> <p>2 <b>EMERGING</b> 70-80% of time <b>BEHAVIORS</b> are demonstrated.</p> <p>3 <b>CAPABLE</b> 80-90% of time <b>BEHAVIORS</b> are demonstrated.</p> <p>4 <b>STRONG</b> near 100% of time <b>BEHAVIORS</b> are demonstrated.</p> | <b>Student Baseline</b><br>(End of 4th week) | <b>Student Midpoint</b><br>(End of 1st Sem.) | <b>Instructor Midpoint</b><br>(End of 1st Sem.) | <b>Student Endpoint</b><br>(End of 2nd Sem.) | <b>Instructor Endpoint</b><br>(End of 2nd Sem.) |
| <b>Mid-point Grade Recommendation</b>  | <b>Field Instructor, Place Grade Recommendation for Midpoint (First Semester) Here: Pass/Satisfactory</b>   |  |  |   |  |   |
| <b>Liaison Comments on Receipt and Review of Mid-point Grade</b>               | Student has done well this semester. Recommend a passing grade.   |  |  |   |  |   |
| <b>Final Grade Recommendation</b>  | <b>Field Instructor, Put Final Field Grade for Endpoints (Second Semester) Here: Pass/Satisfactory</b>  |  |  |   |  |   |