

STUDENT NAME:	Wonderful Student, LSW
FIELD INSTRUCTOR NAME:	Best Field Instructor, LSW, MSW
AGENCY:	Super Agency

Social Work Competencies & Professional Behaviors, Dimensions (MSW)	(Refer to INSTRUCTIONS Tab) X ONGOING Unable to evaluate level of attainment yet. 1 LIMITED < 70% of time BEHAVIORS are demonstrated. 2 EMERGING 70-80% of time BEHAVIORS are demonstrated. 3 CAPABLE 80-90% of time BEHAVIORS are demonstrated. 4 STRONG near 100% of time BEHAVIORS are demonstrated.	Student Baseline	Student Midpoint	Instructor Midpoint	Student Endpoint	Instructor Endpoint
		(End of 4th week)	(End of 1st Sem.)	(End of 1st Sem.)	(End of 2nd Sem.)	(End of 2nd Sem.)

**COMPETENCY # 1 DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR**

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)	<p><i>Understands the value base of the profession.</i>  <i>Understands the profession's ethical standards.</i>  <i>Understands relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels.</i>  <i>Understand frameworks of ethical decision-making.</i>  <i>Understands how to apply principles of critical thinking to those frameworks in practice.</i>  <i>Understands how to apply principles of critical thinking to those frameworks in research.</i>  <i>Understands how to apply principles of critical thinking to those frameworks in policy arenas.</i></p>	2	3	3	4	4
LEARNING ACTIVITIES	1. Read the NASW Code of Ethics and understand how the codes can be used in everyday practice by December 2019. (K) 2. Use ethical decision making by applying the Code of Ethics when facing ethical dilemmas and discuss during weekly supervision by December 2019. (CA)					
MIDPOINT COMMENTS	Wonderful displays good understanding of NASW Code of Ethics and its role in hospice					
ENDPOINT COMMENTS	She has consistently been able to verbalize and demonstrate her ability to abide by NASW Code of Ethics.					
1.2 Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations (V)	<p><i>Recognizes personal values.</i>  <i>Recognizes the distinction between personal and professional values.</i>  <i>Understands how their personal experiences influence their professional judgment and behavior.</i>  <i>Understands how their affective reactions influence their professional judgment and behavior.</i></p>	3	4	4	4	4
LEARNING ACTIVITIES	1. Reflect on my personal and professional values and identify possible value conflicts in weekly supervision by December 2019. (V) 2. Practice using new self care activities once a month and record in my narrative by December 2019.					
MIDPOINT COMMENTS	Wonderful appears to have good self care as she is always in a positive, caring mood. Wonderful uses her experiences to help others but not impose. Wonderful displays good professional values.					
ENDPOINT COMMENTS						
1.3 Demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication. (S)	<p><i>Understands the profession's history.</i>  <i>Understands the profession's mission.</i>  <i>Understands the profession's roles.</i>  <i>Understands the profession's responsibilities of the profession.</i>  <i>Understands the role of other professions when engaged in inter-professional teams.</i>  <i>Written, oral, and electronic communication attains a professional standard.</i>  <i>Appearance, demeanor, behavior is professional.</i></p>	3	4	3.5	4	4
LEARNING ACTIVITIES						
MIDPOINT COMMENTS	1. Shadow social workers and understand the roles of the various team members. (S) 2. I will practice writing case notes when shadowing a social worker until April 2020.					
ENDPOINT COMMENTS						

1.4 Uses technology ethically and appropriately to facilitate practice outcomes; and use supervision and consultation to guide professional judgment and behavior. (S)	<p><i>Recognizes the importance of life-long learning.</i>  <i>Uses agency data base effectively.</i>  <i>Meets regularly with supervisor.</i></p>	2	3	3	4	NA
LEARNING ACTIVITIES	<p>1. I will attend the Social Welfare conference on March 13, 2020 and discuss the information that I learned in supervision.  2. Attend weekly supervision to discuss any questions that arise throughout practice until April 2020.</p>					
MIDPOINT COMMENTS	Wonderful does well in supervision. Does well with our lack of technology and technology					
ENDPOINT COMMENTS	Wonderful developed a flyer to share during supervision on what was learned from the conference.					
1.5 Uses supervision and consultation to guide professional judgement and behavior (CA)	<p><i>Seeks out supervision as necessary.</i>  <i>Arrives at supervision prepared, aware of assistance and input needed.</i></p>	2	3	3	4	4
LEARNING ACTIVITIES	<p>1. Seek guidance from my instructor though my weekly supervision, as well as look to the other professionals on the team for guidance and how to handle difficult situations with patients. (CA)  2. Observe an IDG meeting the discuss what was observed during supervision (September 2019) and then participate in the next attended meeting by December 2019.</p>					
MIDPOINT COMMENTS	Wonderful does not allow the business of the agency interfere with learning or supervision. Wonderful has notes and will ensure she recieves the supervision she needs from SSD and other sws					
ENDPOINT COMMENTS	Wonderful has always reached out when she had any questions, seems as if felt comfortable with talking to me.					
<b>Average Score for Competency #1</b>		2.40	3.40	3.30	4.00	4.00
<b>COMPETENCY #2 ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE</b>						
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>  <i>Understands how diversity and difference shape the human experience and are critical to the formation of identity.</i>  <i>Understands the forms and mechanisms of oppression and discrimination.</i>  <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>  <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>  <i>Understands the forms and mechanisms of oppression and discrimination.</i>  <i>Can articulate all of the above understandings effectively.</i></p>	3	3	3	4	4
LEARNING ACTIVITIES	<p>1. Understand cultural difference amongst our patients and learn the different cultural beliefs about end of life and the dying process. (K)  2. Educate families about the grieving process and how not everyone grieves in the same ways and document these interaction in my narrative by April 2020. (S)</p>					
MIDPOINT COMMENTS	no concerns					
ENDPOINT COMMENTS	Wonderful has made great strides in ensuring she engages diversity and difference in her practice.					
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>  <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	1. Throughout my internship, continue seeking supervision and educating myself as needed until April 2020. (S) 2. Identify at least once a month how Super Agency interacts with a					
MIDPOINT COMMENTS	No concerns					
ENDPOINT COMMENTS	Wonderful is sensitive to others' differences.					
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)	<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. Critically examines own biases and values, recognizing impact on practice.</i>	3	3	3	4	4
LEARNING ACTIVITIES	1. When coming across a difficult experience with a patient reflect and discuss these experiences in my narrative. (CA) 2. When facing an ethical dilemma, consult the Code of Ethics and discuss during weekly supervision until April 2020. (V)					
MIDPOINT COMMENTS	Wonderful has AL, LTC and home pts so she is has had opportunity to challenge her experiences;					
ENDPOINT COMMENTS	Wonderful has been open to all cultures - and environments as one expects of social workers.					
<b>Average Score for Competency #2</b>		<b>2.50</b>	<b>3.00</b>	<b>3.00</b>	<b>4.00</b>	<b>4.00</b>
<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. Understands and describes the global interconnections of oppression and human rights violations. Knowledgeable about theories of human need and social justice and applies them appropriately.</i>	3	4	4	4	4
LEARNING ACTIVITIES	1. Provide an detailed overview of the specific various cultural backgrounds that our patients come from and develop different ways to advocate to these specific groups. (CA) 2. Acknowledge the different populations that we serve and conduct research to effectively be able to work with different cultural backgrounds and promote human rights until April 2020. (K)					
MIDPOINT COMMENTS	Wonderful does well with different environments and diseases. Wonderful presents empathy and compassion reagrdless of background					
ENDPOINT COMMENTS	Wonderful completed a running document to be used by all interns moving forward to help students learn how to be able to provide more social justice working with diverse groups.					
3.2 Engages in practices that advance social, economic, and environmental justice (V, S)	<i>Committed to advancing social, economic, and environmental justice. Knowledgeable about strategies to promote social and economic justice and human rights. Values, understands and demonstrates strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably. 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>	2	3	3	4	4
LEARNING ACTIVITIES	1. Learn more about the medicaid/medicare system and discuss some of the flaws within our system within my narrative and weekly supervision. (V) 2. Combine knowledge of what was learned about the medicaid/medicare system and advocate for patients who are being faced with these injustices. (S)					
MIDPOINT COMMENTS	Starting to se the impact of insurance and health care policies					
ENDPOINT COMMENTS	Wonderful advocates for the pts, especially those who can not speak for themselves, the elderly, alzheimer's disease, etc.					
<b>Average Score for Competency #3</b>		<b>2.50</b>	<b>3.50</b>	<b>3.50</b>	<b>4.00</b>	<b>4.00</b>
<b>Competency #4 Engage in Practice-informed Research and Research-informed Practice</b>						

<b>4.1 Uses practice experience and theory to inform scientific inquiry and research. (CA) (S)</b>	<i>Understands and articulates quantitative research methods in advancing a science of social work and in evaluating their practice. Understands qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Demonstrates application of skills and theory to study their own practice.</i>	2	3	3	3.5	4
<b>LEARNING ACTIVITIES</b>	1. Understand the importance of learning and communicating the hospice philosophy by presenting a lunch time presentation to other SWs in agency for professional development. (CA) 2. Advocate and educate patients about the services that Super Agency offers including the ultimate gifts until April 2020. (S)					
<b>MIDPOINT COMMENTS</b>	no concerns					
<b>ENDPOINT COMMENTS</b>	Wonderful advocates for patients and families.					
<b>4.2 Applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. (S)</b>	<i>Understands and demonstrates the processes for translating research findings into effective practice and demonstrates research skills successfully.</i>	2	3	3	3.5	4
<b>LEARNING ACTIVITIES</b>	1. Attend any available trainings and agencst education programs until April 2020. (S) 2. Conduct a literature review and research on burnout amongst caregivers and educate the caregivers on coping mechanisms and signs of burnout.					
<b>MIDPOINT COMMENTS</b>	on track					
<b>ENDPOINT COMMENTS</b>	Wonderful has demonstrated the ability to stay current on researching and then communicating findings appropriately in practice.					
<b>4.3 Uses and translates research evidence to inform and improve practice, policy, and service delivery. (K) (V)</b>	<i>Understands the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge Understands that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. Values practice wisdom, empirical knowledge, and client collaboration.</i>	2	3	3	4	4
<b>LEARNING ACTIVITIES</b>	1. Apply theories of human behavior to the research and practice relating to caregiver burnout. (K) 2. When working with patients, engage and assess the need for more assitstance such as a volunteer to prevent caregiver burnout. (V)					
<b>MIDPOINT COMMENTS</b>	Please continue with these activities!!					
<b>ENDPOINT COMMENTS</b>	Wonderful has done with being able to communicate in supervision and case overviews the use of appropriate evidence based interventions.					
<b>Average Score for Competency #4</b>		<b>2.00</b>	<b>3.00</b>	<b>3.00</b>	<b>3.67</b>	<b>4.00</b>
<b>Competency #5 Engage in Policy Practice</b>						
<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)</b>	<i>Understands the history and current structures of social policies and service. Recognizes and understands the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. 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>	2	3	3	3	3.5
<b>LEARNING ACTIVITIES</b>	1. Review medicare and CHAPS regulations for the agency and social work. (K) 2. Apply the policies and standards learned to everyday practice.					
<b>MIDPOINT COMMENTS</b>	Wonderful was present during CHAPs survey. Understood the imporatnce and implications well					
<b>ENDPOINT COMMENTS</b>	Wonderful has been able to understand and verbalize the social policy related to our population and abide by such.					

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. Understands and articulates the role of policy in service delivery. Understands and articulates the role of practice in policy development.</i>	2	2	3	3	4
LEARNING ACTIVITIES	1. Understand health care policies that relate to our patients end of life care. (V) 2. After reviewing regulations, address any barriers that patients may experience due to limitations of healthcare and maintain a list of these until April 2020.(CA)					
MIDPOINT COMMENTS	Wonderful knows more than she is giving herself credit for with policies. She is following them and has been trained on them more than she knows.					
ENDPOINT COMMENTS	Wonderful has consistently been able to demonstrate her understanding of social policy and how it relates to providing services for our clients.					
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. Knowledgeable and demonstrates elements of policy formulation, analysis, implementation, and evaluation. Actively engages in policy practice to effect change within micro, mezzo, and macro settings.</i>	2	2	3	3	4
LEARNING ACTIVITIES	1. The limitations within healthcare policies affect practice on a micro, mezzo, and macro settings. Address the limitations that affect every system of social work until April 2020. (S) 2. Understand and discuss the changing healthcare system and how Super Agency will have to adapt their policies due to changes with supervisor throughout supervision.					
MIDPOINT COMMENTS	Wonderful is increasing knowledge daily on these					
ENDPOINT COMMENTS	Wonderful adhered to all of the policies adequately.					
<b>Average Score Competency #5</b>		2.00	2.33	3.00	3.00	3.83
<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. Understands theories of human behavior and the social environment. Critically evaluates and applies this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Understands and demonstrates strategies to engage diverse clients and constituencies to advance practice effectiveness.</i>	3	3	3	4	4
LEARNING ACTIVITIES	1. Apply my knowledge from my death and dying course with assisting families in the bereavement process. (K) 2. Observe the bereavement social workers making bereavement calls by April 2020. (S)					
MIDPOINT COMMENTS	Wonderful is very strong in this area					
ENDPOINT COMMENTS	Wonderful was able to easily apply theories from class to field work.					
6.2 Uses empathy, reflection, and interpersonal skills to effectively engage	<i>Understands and articulates how their personal experiences may impact their ability to effectively engage with diverse clients and constituencies. Understands and articulates how their affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Values the importance of human relationships.</i>	3	4	4	4	4

<b>LEARNING ACTIVITIES</b>	1. Engaging with patients and learning about their life experiences in a cultural sensitive manner. (CA) 2. Completing Life Journals and using skills of life review, validation, and narrative review until April 2020. (V)					
<b>MIDPOINT COMMENTS</b>	Wonderful had the opportunity to have a pt from initial until death. She handled things very well and took initiative					
<b>ENDPOINT COMMENTS</b>	Wonderful is very personable and easy to engage others in assessments.					
<b>Average Score Competency #6</b>		<b>3.00</b>	<b>3.50</b>	<b>3.50</b>	<b>4.00</b>	<b>4.00</b>
<b>Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities</b>						
<b>7.1 Collects and organizes data, and apply critical thinking to interpret information from clients and constituencies (CA)</b>	<i>Understand and describes how their personal experiences may affect their assessment and decision-making. Understands and describes how their affective reactions may affect their assessment and decision-making. Critically evaluates and applies this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities.</i>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>
<b>LEARNING ACTIVITIES</b>	1. Observe and learn how social workers conduct their initial assessment of patients and routine visits. (CA) 2. Effectively develop patients plan of care which includes psychosocial assessment, bereavement assessment, ultimate gift and volunteer assessment until April 2020.					
<b>MIDPOINT COMMENTS</b>	no concerns					
<b>ENDPOINT COMMENTS</b>	Wonderful demonstrated consistent ability to complete assessments and develop appropriate case plans from the data collected.					
<b>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)</b>	<i>Understands theories of human behavior and the social environment Recognizes and evaluates the implications of the larger practice context in the assessment process.</i>	<b>3</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>4</b>
<b>LEARNING ACTIVITIES</b>	1. When a family member/ caregiver is not wanting the patient to know that they are on hospice address this ethical dilemma with team members and family members informing them of the limitations. (K) 2. Reviewing the NASW code of ethics throughout experiencing ethical dilemmas and how to effectively address the dilemma. (S)					
<b>MIDPOINT COMMENTS</b>	no concerns					
<b>ENDPOINT COMMENTS</b>	Wonderful was able to consistently apply appropriate HBSE theories with different groups she worked with.					
<b>7.3 Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies (CA)</b>	<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. Understands and critically examines methods of assessment with diverse clients and constituencies to advance practice effectiveness.</i>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3.5</b>	<b>4</b>
<b>LEARNING ACTIVITIES</b>	1. Reviewing IDG notes that were discussed during the meeting as well as diagnosis and medication changes and create a chart to review selection of appropriate interventions. (CA) 2. Observe and learn how to document plan of cares and assess changes to plan of care (S).					

<b>MIDPOINT COMMENTS</b>	Wonderful does very well and these strengths will continue to grow and be some of her greatest strengths					
<b>ENDPOINT COMMENTS</b>	Wonderful is able to consistently select appropriate interventions to work with different groups.					
<b>7.4 Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. (V)</b>	<i>Values the importance of inter-professional collaboration in this process. Is committed to best practice intervention strategies. Is committed to collaboration with clients.</i>	3	3	3	4	4
<b>LEARNING ACTIVITIES</b>	1. Collaborate with support services team member to add myself to the team dynamic. (V) 2. Observe and understand the various roles within the support services team. (K)					
<b>MIDPOINT COMMENTS</b>	Wonderful has displayed understanding POC and interventions. Wonderful has identified and completed a GOAD on her own					
<b>ENDPOINT COMMENTS</b>	Wonderful attended and participated in most of the CRH meetings, support groups					
<b>Average Score Competency #7</b>		<b>3.00</b>	<b>3.00</b>	<b>3.00</b>	<b>3.88</b>	<b>4.00</b>
<b>COMPETENCY # 8 Intervenes with Individuals, Families, Groups, Organizations, and Communities</b>						
<b>8.1 Critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies. (CA) (S)</b>	<i>Understand and describes methods of identifying evidence-informed interventions to achieve client and constituency goals. Understand and describes methods of analyzing evidence-informed interventions to achieve client and constituency goals. 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. Critically evaluates and applies theories of human behavior and social environment to effectively intervene with clients and constituencies.</i>	2	3	3	4	4
<b>LEARNING ACTIVITIES</b>	1. Collaborating with professionals and supervisors to enhance my practice until April 2020. (CA) 2. Correctly implement a plan of care and appropriate interventions before December 2019. (S)					
<b>MIDPOINT COMMENTS</b>	no concerns					
<b>ENDPOINT COMMENTS</b>	Wonderful was able to consistently choose appropriate interventions and follow agency guidelines.					
<b>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)</b>	<i>Understands theories of human behavior and the social environment. Knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Demonstrates skill in application of HBSE and PIE theory during intervention.</i>	2	3	3.5	4	4
<b>LEARNING ACTIVITIES</b>	1. Will identify appropriate human behavior theories to be applied in everyday practice and discussing the theories during supervision and in my weekly narrative. (K) 2. Address and identify at least five specific evidence based interventions with my supervisor five times before December 2019. (S)					
<b>MIDPOINT COMMENTS</b>	Wonderful has a deep knowledge and understanding of human behavior					
<b>ENDPOINT COMMENTS</b>	Building on strengths was a strong suit for Wonderful.					

8.3 Uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes. (S)	<i>Demonstrates effective collaboration during interprofessional teamwork activities.</i>	3	4	4	4	4
LEARNING ACTIVITIES	1.Attend and participate in an IDG meetings and social work staff meetings five times until April 2020. (S) 2. Attend and participate in a patients care conference that would take place at a facility as many times as able to until April 2020.					
MIDPOINT COMMENTS	no concerns					
ENDPOINT COMMENTS	Wonderful was able to attend an IDG meeting and other inter-professional collaborations and participated appropriately in them all.					
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>	3	4	4	4	4
LEARNING ACTIVITIES	1. Advocate for patients to maintain self determination to promote end of life care needs. (S) 2. Assessing levels of decline and discussing with surpervisor through April 2020. (V)					
MIDPOINT COMMENTS	no concerns					
ENDPOINT COMMENTS	Wonderful was able to advocate for clients and created flyers to help community members know how to meet the needs of our clients.					
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>	3	4	4	4	4
LEARNING ACTIVITIES	1. Observe and understand what takes place to transfer a patient from palliative to hospice. 2. Observe and participate in an EMC and assist family with bereavement as needed. Discuss the feelings with supervisor as needed.					
MIDPOINT COMMENTS	Wonderful has completed #2 with much professionalism and strong skill set					
ENDPOINT COMMENTS	Wonderful has grown through this experience and was able to complete transitions as if she was a graduate level social worker.					
<b>Average Score for COMPETENCY #8</b>		<b>2.60</b>	<b>3.60</b>	<b>3.70</b>	<b>4.00</b>	<b>4.00</b>
<b>COMPETENCY # 9 Evaluates Practice with Individuals, Families, Groups, Organizations, and</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>	3	3	3	4	4
LEARNING ACTIVITIES	1. Understand the termination process that takes place when a patients dies and then when the patient is not hospice appropriate. (K) 2.Evaluate Super Agency volunteer program to ensure that patients are obtaining the best end of life care. (S)					
MIDPOINT COMMENTS	Wonderful has been observing and participating to meet these goals					
ENDPOINT COMMENTS	Wonderful did a great job assisting the agency in evaluation our volunteer program. We will be using her recommendations to strengthen the program.					



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>	3	3	3	3.5	4
LEARNING ACTIVITIES	1. Understand some of the barriers that patients and their families may experience when coming off of hospice services and on to palliative. Assess interventions that can take place to ease that transition.(K) 2. Attend and observe an bereavement group to understand the extent of services and how beneficial these services are to our patients by April 2020. (S)					
MIDPOINT COMMENTS	no concerns					
ENDPOINT COMMENTS	Wonderful has been able to apply different theoretical frameworks as indicated in her work and discussions.					
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	3	4
LEARNING ACTIVITIES	1. Review satisfaction survyrs from patients family member to assess how we can improve services. (CA) 2. Assess the pain management during end of life care and how we can improve services. (V)					
MIDPOINT COMMENTS	this was verbally reviewed as qapi and EOM. More next semester planned					
ENDPOINT COMMENTS	Wonderful did well. She demonstrated an ability to review surveys and identify areas of change needed to improvde service.					
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	3.5	4
LEARNING ACTIVITIES	1. Asses the ultimate gift program to determine if we are effectively providing services to all of our patients that have been on service for more than 30 days. (CA) 2. Attend the NASW conference on November 14, 2019 and discuss the information that I learned in supervision.					
MIDPOINT COMMENTS	no concerns					
ENDPOINT COMMENTS	Wonderful went above and beyond to make days special for hospice pts, with gift of a day projects!					
<b>Average Score for COMPETENCY #9</b>		<b>2.50</b>	<b>3.00</b>	<b>3.00</b>	<b>3.50</b>	<b>4.00</b>
Mid-point Grade Recommendation	Field Instructor, Place Grade Recommendation for Midpoint (First Semester) Here: Pass (A) - Wonderful is making great progress and is able to be more independent in the work she is doing this semester. She is ready to move forward next semester with more independent work.					
Liaison Comments on Receipt and Review of Mid-point Grade	I have really enjoyed reading about Wonderful's experience at Super Agency. She has had the opportunity to work through several challenges such as working with a client from intake through termination, assisting family members, and experienced a change in field with losing her supervisor. She has maintained excellent communication and professionalism. Great Job, Wonderful!					
Final Grade Recommendation	Field Instructor, Put Final Field Grade for Endpoints (Second Semester) Here: passing grade, A Wonderful has done wonderful here at Super Agency, and is a team player! She has had to deal with some changes, and she adapted well with them. She also dealt with some real challenges with patient caseloads and patients pushing barriers, which she handled very professionally and ethically.					

<b>Liaison Comments on Receipt and Review of Final Grade</b>	Wonderful had some unique challenges that were out of her control this year and she handled them all very ethically. Great job! I agree with the passing grade assigned by her Field Instructor.
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