Our Lady of the Lake University of San Antonio
Worden School of Social Service

MSW Advanced Standing Program (Concentration)
ALL-IN-ONE Field Placement Education Plan and Assessment

Semester (Campus): Fall ☐ **Spring** ☐

Student's Name:		
Telephone		Email:
Field Placement Agency		
Field Education Agency Location		
City, State, Zip Code		
Student's Field Placement Phone Number		
Agency Fax Number		
Name of Field Instructor		

Name of Field Education Task Supervisor	
Field Agency Address	
Field Instructor Phone	Email:
Name of Faculty Liaison	
Faculty Liaison's Phone Number	Email:

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Field Placement Schedule (Days of the Week and Hours)						
Monday	***Tuesday***	***Wednesday***	***Thursday***	***Friday***	***Saturday***	***Sunday***

PLAN FOR EDUCATIONAL SUPERVISION: The field instructor and student meet for a minimum of one (1) hour each week with additional contact planned as requested by the field instructor, faculty liaison, or student.

The planned weekly supervision is on:

M T W T F Time:

Field Education Assessment of Student by Field Instructor

Signature Pedagogy
In social work MSW Advanced (Concentration) programs, field education is “signature pedagogy,” and as such, the knowledge, skills and values learned throughout the student’s academic career must be evaluated. The Council on Social Work Education (CSWE)

identifies 9 core competencies and 31 corresponding practice behaviors that social work students are expected to demonstrate. The field education assessment of students allows Field Instructors to objectively measure the student's mastery of the required competencies and practice behaviors as specified in the student's education plan, which was developed at the beginning of the internship. The field education grade is Pass/Fail only. The ratings do not equate to the traditional letter grading scale. For additional guidance in completing this form, please contact your Worden School of Social Service Faculty Liaison or the Field Education Office.

Evaluation Process

The process of completing student performance assessment is undertaken by both the student and the Field Instructor. The Field Instructor completes this assessment and discusses it in supervision with the student. Students will be evaluated and rated by their Field Instructor during the middle of their field placement AND at the end of their field placement. Students will also complete a self-rating.

If a student receives a rating of "1" from the Field Instructor AT FINAL RATING, on any of the competencies or practice behavior the student fails field education.

If a student receives any ratings of "1" or "2", at MIDTERM a Performance Improvement Plan is required to be completed by the Field Instructor and the Faculty Liaison.

If a student receives more than two ratings of "2" at FINAL RATING, a Performance Improvement Plan is required to be completed by the Field Instructor and the Faculty Liaison. The student fails field education.

Rating Scale:

Please use the scale below to rate the student's current competency. If a rating of one (1) or two (2) is assigned to any competency or behavior, please give the reason for the rating in the space provided at the end of the assessment. All items must be rated; NA is not an option.

4 = **Exceeds Competency**: The student has demonstrated practice behaviors at a very high level and well above the expected level for generalist social work practice.

3 = **Meets Competency**: The student has demonstrated practice behaviors at the expected level for generalist social work practice.

2 = **Emerging Competency**: The student has performed unevenly; is unable to demonstrate practice behaviors at an expected level of competency for generalist social work practice, but there is indication of possible improvement.

1 = **Below Competency**: The student has performed practice behaviors below the expected level for generalist social work practice, and despite opportunities to improve does not give indications that she or he will do so in the near future.

Competency 1: Demonstrate Ethical and Professional Behavior			To be completed at Midterm Site Visit		To be completed at Final site visit	
Required Practice Behaviors		Learning Activities	Midterm FI Rating	Midterm Self-Rating	Final FI Rating	Final Self-Rating
a.	Practice in a culturally competent and humble manner that demonstrates recognition of and ability to utilize the principles included in the NASW Code of Ethics.		(Insert Drop Down Box With Ratings Of 1-4)	(Insert Drop Down Box With Ratings Of 1-4)	(Insert Drop Down Box With Ratings Of 1-4)	(Insert Drop Down Box With Ratings Of 1-4)
b.	Make ethical decisions by applying the standards of the NASW Code of Ethics to Hispanic, Latino/a, and collective cultures, relevant laws and regulations, models for ethical decision-making; particularly assessing appropriate cultural fit for Hispanic, Latino/a, and collective cultures, ethical conduct of research, and relevant international codes of ethics and conduct that are applied to Hispanic, Latino/a, and collective cultures globally.		See above	See above	See above	See above
c.	Have an acute awareness of their own cultural perspective and how it impacts practice with Hispanic, Latino/a, and collective cultures; they are able to assess and adapt to culturally appropriate boundaries, across multiple settings and populations; demonstrate professional demeanor in behavior and appearance as well as oral, written, and electronic communication within a cultural context.		See above	See above	See above	See above
d.	Recognize the role of technology as a social justice tool, removing barriers to access and increasing accessibility for clients. Use technology ethically and appropriately to facilitate practice outcomes.		See above	See above	See above	See above
e.	Recognize the essential nature of ongoing supervision. Seeks and participates as an active learner in supervision. Articulates a recognition that supervision occurs within a cultural context that impact client outcomes.		See above	See above	See above	See above
OVERALL Assessment of Competency #1			See above	See above	See above	See above

In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.

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Competency 2: Engage Diversity and Difference in Practice			**To be completed at Midterm Site Visit**		**To be completed at Final Site Visit**	
Required Practice Behaviors		**Learning Activities**	**Midterm FI Rating**	**Midterm Self-Rating**	**Final FI Rating**	**Final Self-Rating**
a.	Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels with Hispanic, Latino/a, and collective cultures.		(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)
b.	Present themselves as learners and empower clients and constituencies as experts of their own experiences, particularly by demonstrating respect for the client's right to self-identify.		See above	See above	See above	See above
c.	Recognize personal biases and apply self-awareness and self-regulation to manage the influence of those personal biases and values in working with Hispanic, Latino/a, and collective cultures.		See above	See above	See above	See above
OVERALL Assessment of Competency #2			See above	See above	See above	See above
In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.						

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Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice			To be completed at Midterm Site Visit		To be completed at Final Site Visit	
Required Practice Behaviors		**Learning Activities**	**Midterm FI Rating**	**Midterm Self-Rating**	**Final FI Rating**	**Final Self-Rating**
a.	Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.		(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)
b.	Engage in practices that advance social, economic, and environmental justice at a local and global level.		See above	See above	See above	See above
OVERALL Assessment of Competency #3			See above	See above	See above	See above
In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.						

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Competency 4: Engage In Practice-Informed Research and Research-Informed Practice			To be completed at Midterm Site Visit		To be completed at Final Site Visit	
Required Practice Behaviors		**Learning Activities**	**Midterm FI Rating**	**Midterm Self-Rating**	**Final FI Rating**	**Final Self-Rating**
a.	Use practice experience and theory to inform scientific inquiry and research about Hispanic, Latino/a, and collective cultures.		(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)
b.	Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.		See above	See above	See above	See above
c.	Use and translate research evidence to inform and improve practice, policy, and service delivery that directly impacts Hispanic, Latino/a, and collective cultures.		See above	See above	See above	See above

OVERALL Assessment of Competency #4	See above	See above	See above	See above
In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.				

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Competency 5: Engage in Policy Practice			**To be completed at Midterm Site Visit**		**To be completed at Final Site Visit**	
Required Practice Behaviors		**Learning Activities**	**Midterm FI Rating**	**Midterm Self-Rating**	**Final FI Rating**	**Final Self-Rating**
a.	Identify social policy at the local, state, and federal level, that impacts well-being, service delivery, and access to social services with Hispanic, Latino/a, and collective cultures.		(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)
b.	Assess how social welfare and economic policies impact the delivery of and access to social services for Hispanic, Latino/a, and collective cultures.		See above	See above	See above	See above
c.	Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice for Hispanic, Latino/a, and collective cultures.		See above	See above	See above	See above
OVERALL Assessment of Competency #5			See above	See above	See above	See above
In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.						

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Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities			To be completed at Midterm Site Visit		To be completed at Final Site Visit	
Required Practice Behaviors		**Learning Activities**	**Midterm FI Rating**	**Midterm Self-Rating**	**Final FI Rating**	**Final Self-Rating**
a.	Apply knowledge of culturally competent human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with Hispanic, Latino/a, and collective cultures clients and constituencies.		(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)
b.	Use empathy, reflection, and interpersonal skills to effectively engage Hispanic, Latino/a, and collective cultures clients and constituencies.		See above	See above	See above	See above
OVERALL Assessment of Competency #6			See above	See above	See above	See above
In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.						

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Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities			To be completed at Midterm Site Visit		To be completed at Final Site Visit	
Required Practice Behaviors		**Learning Activities**	**Midterm FI Rating**	**Midterm Self-Rating**	**Final FI Rating**	**Final Self-Rating**
a.	Collect and organize data, and apply critical thinking and culturally competent knowledge to interpret information from Hispanic, Latino/a, and collective cultures clients and constituencies.		(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)

b.	Apply knowledge of culturally competent human behavior and the social environment, person-in-environment, intergenerational cultural differences, family-centered theories and other multidisciplinary theoretical and culturally competent frameworks in the analysis of assessment data from Hispanic, Latino/a, and collective cultures clients and constituencies.		See above	See above	See above	See above
c.	Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within Hispanic, Latino/a, and collective cultures clients and constituencies.		See above	See above	See above	See above
d.	Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of Hispanic, Latino/a, and collective cultures.		See above	See above	See above	See above
OVERALL Assessment of Competency #7			See above	See above	See above	See above
In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.						

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Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities			**To be completed at Midterm Site Visit**		**To be completed at Final Site Visit**	
Required Practice Behaviors		**Learning Activities**	**Midterm FI Rating**	**Midterm Self-Rating**	**Final FI Rating**	**Final Self-Rating**
a.	Critically choose and implement culturally competent interventions to achieve practice goals and enhance capacities of Hispanic, Latino/a, and collective cultures clients and constituencies.		(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)
b.	Apply knowledge of culturally competent human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with Hispanic, Latino/a, and collective cultures clients and constituencies.		See above	See above	See above	See above

c.	Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.		See above	See above	See above	See above
d.	Negotiate, mediate, and advocate with and on behalf of Hispanic, Latino/a, and collective cultures clients and constituencies.		See above	See above	See above	See above
e.	Facilitate effective transitions and endings that advance mutually agreed-on goals.		See above	See above	See above	See above
OVERALL Assessment of Competency #8			See above	See above	See above	See above
In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.						

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Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities			**To be completed at Midterm Site Visit**		**To be completed at Final Site Visit**	
Required Practice Behaviors		**Learning Activities**	**Midterm FI Rating**	**Midterm Self-Rating**	**Final FI Rating**	**Final Self-Rating**
a.	Select and use culturally appropriate methods for evaluation of outcomes.		(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)	(Insert Drop Down Box with Ratings of 1-4)
b.	Apply knowledge of culturally competent human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes when working with Hispanic, Latino/a, and collective cultures.		See above	See above	See above	See above
c.	Critically analyze, monitor, and evaluate intervention and program processes and outcomes.		See above	See above	See above	See above
d.	Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels with Hispanic, Latino/a, and collective cultures.		See above	See above	See above	See above

OVERALL Assessment of Competency #9	See above	See above	See above	See above
In the box below, elaborate on the rating of one (1) or two (2) on any practice behavior.				

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INITIAL FIELD EDUCATION ASSESSMENT OF STUDENT BY FIELD INSTRUCTOR

(To be signed at the **Initial Site** Visit meeting)

By signing below, I acknowledge the following requirements are part of the field education internship for MSW Advanced (Concentration) students:

- ☐ Successfully complete the required 500 clock hours for the field placement.
- ☐ That at least 50% of student's time in field placement this semester will be spent in direct practice with individuals, families, and groups.
- ☐ That at least 50% of student's time in field placement this semester will be spent in work with people who are economically disadvantaged, people who are members of ethnic or racial minority groups, women, or other populations who have been marginalized or oppressed.

Signatures of parties agreeing to the above stated plan:

Student: (*[Student Name]*): *Click to sign Completed Document*

Field Instructor: (*[Field Instructor Name]*): *Click to sign Completed Document*

Faculty Liaison: (*[Faculty Liaison Name]*): *Click to sign Completed Document*

Additional Comments:

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MIDTERM FIELD EDUCATION ASSESSMENT OF STUDENT BY FIELD INSTRUCTOR

(To be completed at the **Midterm** meeting)

I. By signing below, I acknowledge the following requirements are part of the field education internship for MSW Advanced (Concentration) students:

- ☐ Successfully complete the required 500 clock hours for the field placement.
- ☐ That at least 50% of student's time in field placement this semester will be spent in direct practice with individuals, families, and groups.
- ☐ That at least 50% of student's time in field placement this semester will be spent in work with people who are economically disadvantaged, people who are members of ethnic or racial minority groups, women, or other populations who have been marginalized or oppressed.

II. Student Strengths (Please describe student's strengths.)

III. Recommendations for Continued Student Development (Please describe areas for student's continued professional development.)

Signatures of parties agreeing to the above stated plan:

Student: ([*Student Name*]): *Click to sign Completed Document*

Field Instructor: ([*Field Instructor Name*]): *Click to sign Completed Document*

Faculty Liaison: ([*Faculty Liaison Name*]): *Click to sign Completed Document*

Additional Comments:

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FINAL FIELD EDUCATION ASSESSMENT OF STUDENT BY FIELD INSTRUCTOR

(To be completed at the **Final** Evaluation meeting)

I. By signing below, as the Field Instructor, I verify that the student has:

- ☐ Successfully completed the required 500 clock hours for the field placement. Total hours documented on final weekly log: _____ .
- ☐ That at least 50% of the student's time in field placement this semester has been spent in direct practice with individuals, families, and groups.
- ☐ That at least 50% of the student's time in field placement this semester has been spent in work with people who are economically disadvantaged, people who are members of ethnic or racial minority groups, women, or other populations who have been marginalized or oppressed.

II. Student Strengths (Please describe student's strengths.)

III. Recommendations for Continued Student Development (Please describe areas for student's continued professional development.)

IV. Additional Comments: (If needed to further elaborate on student's learning.)

Field Instructor's Recommended Grade for Field Placement: (Pull down menu with 2 options: "Pass" and "Fail")

If the student does not agree with the above grade recommendation, the student is encouraged to submit a narrative explaining the reason(s) for the disagreement:

Field Instructor: (*[Field Instructor Name]*): *Click to sign Completed Document*

Student: (*[Student Name]*): *Click to sign Completed Document*

Faculty Liaison: (*[Faculty Liaison Name]*): *Click to sign Completed Document*

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