

Ferris State University Social Work Program

Child Welfare Certification Bachelors of Social Work Learning Plan/Evaluation

Date: \_\_\_\_\_

Semester: \_\_\_\_\_

Intern Name: \_\_\_\_\_

Field Agency \_\_\_\_\_

Field Instructor \_\_\_\_\_

*Instructions for Completing the Learning Plan Portion of this document*

A learning plan is required from all students currently placed at a field agency. The purpose of the learning plan is to map out a plan of action, developed by both the student and the field instructor, in order to accomplish the goals and objectives of the curriculum's Nine Practice Competencies. This plan outlines learning opportunities and challenges that the agency will provide the student while he/she is placed with the agency. It also outlines activities that the student hopes to participate in while in the direct learning environment. Students are required by their seminar instructors to revise their plan for the second semester of placement and reflect on the learning plan at the end of each semester. The learning plan should be completed, signed by student, field instructor, and FSU faculty by the end of the student's first month of placement.

*Instructions for Completing the Evaluation Portion of this document*

Please use the 10-point scale below to rate the skill level (and degree of consistency, as applicable) for each learning activity item. Use the anchors in the scale to guide your rating of the student's skill level for each item on a continuum from "0" (skill is not developed) to "10" (skill is mastered). Ratings on items for each semester can range from 0 to 10 depending on the student's skill level. Please use the full scale from 0 to 10, as appropriate, to rate the skill level of the student regardless of the semester. For example, a student in the first semester can be rated an "8" on any item if that skill is fully developed and consistently demonstrated in field at that time. Conversely, a student in the second semester can be rated a "2" on any item if that skill is only beginning to develop at that time. It may be that a specific skill was not observed, and therefore cannot be rated, during the first semester and a rating of "N/O" may be appropriate. Please note that **ALL SKILLS NEED TO BE RATED BY THE END OF THE SECOND SEMESTER**, showing that the student has achieved competency, therefore a score of "N/O" is not acceptable in the second semester evaluation. At the end of each competency section, we have also included a "Field Instructor Reflection" area and ask that you provide a brief justification for the scoring you assigned to that student. **For those students completing the Child Welfare Certificate, additional competencies were determined by the Department of Health and Human Services and are indicated in this learning plan/evaluation.**

Rating Scale:

0 = Skill is not developed

2 = Skill is beginning to develop

4 = Skill is still developing and is not consistent

6 = Skill is developed and is mostly consistent

8 = Skill is fully developed and consistent

10 = Skill is mastered; exceeds all standards

Skill is not developed (0)

Skill is mastered (10)

Not observed	0	1	2	3	4	5	6	7	8	9	10
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N/O = There was not opportunity for the student to demonstrate skills in this area during this semester.

Competency #1: Student Intern Demonstrates Ethical and Professional Behavior.		
Practice Behavior	Task / Activity	Evaluation
1.1 Makes ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research and additional codes of ethics as appropriate to context.  Example: Student will discuss ethical issues with field supervisor and fellow co-workers as they arise, referring to the NASW Code of Ethics whenever appropriate, on a weekly basis.		
1.2 Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations.		
1.3. Demonstrates professional demeanor in behavior, appearance and oral, written and electronic communication.		
1.4. Uses technology ethically and appropriately to facilitate practice outcomes.		
1.5 Uses supervision and consultation to guide professional judgement and behavior.		
<b>CWTI CHILD WELFARE CERTIFICATE COMPETENCIES</b>		
Demonstrates an understanding of the roles, responsibilities and mission of (the agency), DHS; the family (including extended family members; and other agencies in the identification, assessment, and planning of services.		
Demonstrate an understanding of how to work collaboratively with the family, extended family, substitute care-givers, other staff within the same agency, and other agencies to assure timely and coordinated services.		

Competency 1: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing and exceed the expected range.

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10

Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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**Competency #2: Student Intern Engages in Diversity and Difference in Practice**

Practice Behavior	Task / Activity	Evaluation
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 level.		
2.2 Presents themselves as learners and engages clients and constituencies as experts of their own experiences.  Example: Student intern will participate in Family Team Meetings whenever appropriate, initiating conversations with clients as the experts of their own experiences.		
2.3 Applies self-awareness and self- regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.		
CWTI CHILD WELFARE CERTIFICATE COMPETENCIES		
Demonstrate knowledge of the values and principles of child welfare practice and the NASW Code of Ethics.		

Engage with clients and colleagues in an ethical manner, modeling the core values of the profession and child welfare practice.		
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Competency 2: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing and exceed the expected range.

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10

Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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Competency #3: Student Intern Advances Human Rights and Social, Economic, and Environmental Justice		
Practice Behavior	Task / Activity	Evaluation
3.1 Applies their understanding of social, economic and environmental justice to advocate for human rights at the individual and systems levels.  Example: Student will identify policies currently in place regarding human trafficking, to be completed by mid- semester evaluation.		
3.2 Engages in practices that advance social, economic and environmental justice.		

CWTI CHILD WELFARE CERTIFICATE COMPETENCIES		
Demonstrate an understanding of the role of child welfare in identifying child abuse and neglect and of assuring protection and permanence for children.		

Competency 3: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing and exceed the expected range.

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10

Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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Competency #4: Student Intern Engages in Practice-informed Research and Research-informed Practice		
Practice Behavior	Task / Activity	Evaluation
4.1 Uses practice experience and theory to inform scientific inquiry and research  Example: Student will review agency feedback surveys and compile thoughts regarding agency-provided services. Will be completed by the end of second semester.		

4.2 Applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.		
4.3 Uses and translates research evidence to inform and improve practice, policy and service delivery.		
<b>CWTI CHILD WELFARE CERTIFICATE COMPETENCIES</b>		
Demonstrates an understanding of cultural diversity and how it affects behavior and the delivery of child welfare services.		
Demonstrates an understanding of how diversity impacts the casework relationship and practices strategies to develop positive relationships with family members with diverse backgrounds.		

Competency 4: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing and exceed the expected range.

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10

Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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Competency #5: Student Intern Engages in Policy Practice		
Practice Behavior	Task / Activity	Evaluation
5.1 Identifies social policy at the local, state and federal level that impacts well-being, service delivery and access to social services.		
5.2 Assesses how social welfare and economic policies impact the delivery of and access to social services.  Example: Student will research current legislation that impacts the Department of Health and Human Services and the clients served. To be completed by mid-semester evaluation.		
CWTI CHILD WELFARE CERTIFICATE COMPETENCIES		
Demonstrates an understanding of the legal rights of family members by interacting in a way that does not violate their legal rights or create a liability for the student or agency.		
Demonstrates an ability to recognize issues of fairness as it relates to the well-being of families.		

Competency 5: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing and exceed the expected range.

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10

Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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Competency #6: Student Intern Engages with Individuals, Families, Groups, Organizations, and Communities		
Practice Behavior	Task / Activity	Evaluation
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.		
6.2 Uses empathy, reflection and interpersonal skills to effectively engage diverse clients and constituencies.  Example: Student will work to ensure every conversation held with a client is done in an empathetic fashion, reflecting student's understanding of client's point-of-view. To be observed throughout the semester by field supervisor.		
<b>CWTI CHILD WELFARE CERTIFICATE COMPETENCIES</b>		
Demonstrates knowledge of best practices in child welfare practice.		
Demonstrates an ability to collect data on foster home visits to inform practice.		

Competency 6: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing and exceed the expected range.

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10



Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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Competency #7: Student Intern Assesses Individuals, Families, Groups, Organizations, and Communities		
Practice Behavior	Task / Activity	Evaluation
7.1 Collects and organizes data and applies critical thinking to interpret information from clients and constituencies.		
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.		
7.3 Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs and challenges with clients and constituencies.  Example: Student will assist foster care staff in developing initial service plans, updated service plans and permanent ward service plans. To be completed throughout the semester.		

7.4 Selects appropriate intervention strategies based on the assessment, research, knowledge, values and preferences of the clients and constituencies.		
<b>CWTI CHILD WELFARE CERTIFICATE COMPETENCIES</b>		
Demonstrates understanding of age appropriate behavior, parental involvement, and the relationship between child behavior and underlying development delays/disabilities. Student can identify appropriate referrals for services.		
Utilizes appropriate theoretical framework to assess client.		

Competency 7: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing but exceed the expected range

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10

Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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Competency # 8: Student Intern Intervenes with Individuals, Families, Groups, Organizations and Communities		
Practice Behavior	Task / Activity	Evaluation
<p>8.1 Critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies.</p> <p>Example: Student will participate weekly in Family Team Meetings, working with parents and children to develop goals and objectives.</p>		
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.		
8.3 Uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes.		
8.4 Negotiates, mediates and advocates with and on behalf of diverse clients and constituencies.		
8.5 Facilitates effective transitions and endings that advance mutually agreed-upon goals.		
8.6 Promotes social and economic justice causes through political advocacy and community intervention.		
CWTI CHILD WELFARE CERTIFICATE COMPETENCIES		
Demonstrates an understanding of the responsibilities of the agency in responding to the complaints of mistreatment, providing in-home services, and providing temporary substitute care and/or permanent homes for children.		

Demonstrates an understanding of the factors relevant to determining the recommendation and process involved in terminating parental rights.		
Demonstrates an understanding of the legal and philosophical basis of child welfare practice.		
Demonstrates an understanding of the legal and operational definitions of physical abuse, sexual abuse, neglect and mental injury.		

Competency 8: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing but exceed the expected range

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10

Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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Competency #9: Student Intern Evaluates Practice with Individuals, Families, Groups, Organizations and Communities		
Practice Behavior	Task / Activity	Evaluation
9.2 Applies knowledge of human behavior and the social environment, person- in-environment and other multidisciplinary theoretical frameworks in the evaluation of outcomes.		
9.2 Applies knowledge of human behavior and the social environment, person- in-environment and other multidisciplinary theoretical frameworks in the evaluation of outcomes.		
9.3 Critically analyzes, monitors and evaluates intervention and program processes and outcomes		
9.4 Applies evaluation findings to improve practice effectiveness at the micro, mezzo and macro levels.		
CWTI CHILD WELFARE CERTIFICATE COMPETENCIES		
Demonstrates ability to initiate intensive in-home services and mobilize, when appropriate, extended family resources to prevent removal of the child from the home.		
Demonstrates an understanding of criteria for foster parent designation.		
Demonstrates an ability to work with children.		

Competency 9: Scores in **red** are not passing; scores in **green** are passing and within the expected range; scores in **blue** are passing and exceed the expected range.

First Semester	0	1	2	3	4	5	6	7	8	9	10
Second Semester	0	1	2	3	4	5	6	7	8	9	10

Field Instructor Reflection (Please comment on how the student demonstrated this competency during this semester):

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Student Reflection (In what ways have you demonstrated this competency this semester? What grade do you feel you achieved on this competency and why?):

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***This section to be completed at the end of the first semester:***

Number of hours completed \_\_\_\_\_

*I have reviewed this document with my intern and certify that the information contained in this document, including the number of hours worked, is accurate to the best of my knowledge.*

Field Instructor's Signature \_\_\_\_\_

*I have reviewed this document with my field supervisor and certify that the information contained in this document, including the number of hours worked, is accurate to the best of my knowledge.*

Student Signature \_\_\_\_\_

Seminar/Field Liaison Instructor Signature \_\_\_\_\_

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***This section to be completed at the end of the second semester:***

Number of hours completed \_\_\_\_\_

*I have reviewed this document with my intern and certify that the information contained in this document, including the number of hours worked, is accurate to the best of my knowledge.*

Field Instructor's Signature \_\_\_\_\_

*I have reviewed this document with my field supervisor and certify that the information contained in this document, including the number of hours worked, is accurate to the best of my knowledge.*

Student Signature \_\_\_\_\_

Seminar/Field Liaison Instructor Signature \_\_\_\_\_

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