

**Ferris State University Social Work Program**  
**Masters of Social Work Clinical 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 above 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 third 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 or second semesters, and a rating of "N/O" may be appropriate. Please note that **ALL SKILLS NEED TO BE RATED BY THE END OF THE THIRD SEMESTER**, showing that the student has achieved competency, therefore "N/O" scored are not acceptable in the third 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 the student.

Rating Scale:

N/O= Not observed this semester

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	Skill Demonstrated by:	Evaluation
<p>1.5 Use supervision and consultation to guide professional judgment and behavior, with emphasis on secondary traumatic stress and trauma triggers</p> <p>Example: Student will meet with field supervisor on a weekly basis to process trauma triggers that may occur.</p>		
1.6 Understand and identify professional strengths, limitations and challenges.		
1.7 Understand and identify professional strengths, limitations and challenges.		
1.8 Identify and use knowledge of relationship dynamics, including power differentials.		
<p>1.9 Recognize and manage personal biases as they affect the therapeutic relationship in the service of clients' well-being.</p> <p>Example: Throughout the semester, student will recognize and process personal biases through journaling assignments.</p>		

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
Third 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
2.4 Research and apply knowledge of diverse populations to enhance client well-being and work effectively with diverse populations.		
2.5 Identify and use practitioner/client differences from a strengths and trauma informed perspective.		
2.6 Demonstrate knowledge of historical trauma and impact on diverse populations.  Example: Student will research a peer-reviewed article regarding how historical trauma has impacted a diverse population by the end of the semester.		

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
Third 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	Comprehensive Evaluation
3.2. Apply their understanding of social, economic and environmental justice to advocate for human rights at the individual and/or system levels.  Example: Student will contact local domestic violence shelter to advocate on a client's behalf regarding housing opportunities by the end of the semester.		

<p>3.3 Use knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide engagement, assessment, intervention and/or termination. Example:</p>		
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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
Third 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
4.4 Use evidence-based practice process in clinical assessment and intervention with clients.  Example: Student will become trained in Dialectical Behavior Therapy and demonstrate skills learned with client populations by the end of the semester.		
4.7 Participate in the generation of new clinical knowledge with respect to trauma through research and practice.		
4.8 Use research methodology to evaluate clinical practice effectiveness and/or outcomes.		

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
Third 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
5.4 Communicate to stakeholder, administrators and/or legislators the implications of policies and policy change in the lives of clients.  Example: Student will observe and assess client status, summarize observations and present to community stakeholders by the end of the semester.		
5.5 Use evidence-based practice and practice-based evidence in advocacy for policies that advance social and economic well-being.		

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
Third 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
6.3 Develop culturally responsive, therapeutic relationships.		
6.4 Attend to the interpersonal dynamics and contextual factors, including the use of technology, that both strengthen and potentially threaten the therapeutic alliance during the engagement phase.		
6.4 Establish a relationship-based process that encourages clients to be equal participants in the establishment of treatment goals and expected outcomes.  Example: Student will incorporate the use of strength-based language to encourage client participation in services.		



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
Third 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: Assess Individuals, Families, Groups, Organizations, and Communities		
Practice Behavior	Task / Activity	Evaluation
7.5 Synthesize and differentially apply theories of human behavior in the social environment utilizing a trauma informed perspective to guide clinical practice.		

7.6 Use bio-psych-social-spiritual theories, trauma informed perspective and diagnostic classification systems in formulation of comprehensive assessments.		
7.7 Assess client's readiness for change. Example: Student will utilize motivational interviewing strategies throughout the semester.		
7.8 Assess client's coping strategies to reinforce and improve adaptation to life situations, circumstances and events.		

Competency 7: 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
Third 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: Intervene with Individuals, Families, Groups, Organizations and Communities.		
Practice Behavior	Task / Activity	Evaluation
8.7 Select and modify appropriate best practice intervention strategies based on continuous clinical assessment.		
8.8. Demonstrate sensitivity to trauma experiences and the role of trauma when implementing treatment plans, goals and objectives.		
8.9 Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed and trauma focused as needed;  Example: Student will facilitate a chronic pain group using researched-based pain management strategies for the duration of the semester.		
8.10 Collaborate with other professionals to coordinate treatment interventions		

Competency 8: 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

Third Semester	0	1	2	3	4	5	6	7	8	9	10
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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: Evaluate Practice with Individuals, Families, Groups, Organizations and Communities		
Practice Behavior	Task / Activity	Comprehensive Evaluation
9.5 Use clinical evaluation of the process and outcomes to develop best practice interventions for a range of bio-psycho-social-spiritual conditions and traumatic experiences.  Example: Student utilize data collected during chronic pain group to evaluate group performance.		
9.6 Facilitate transitions and endings of the therapeutic process.  Example: Student will facilitate the ending phase of treatment with client. To be completed by the end of third semester.		

9.7 Contribute to the theoretical knowledge base of the social work profession through practice based research.		
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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
Third 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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**This section to be completed at the end of the third 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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Signature of Agency Field Instructor: \_\_\_\_\_

Field Agency: \_\_\_\_\_ Date \_\_\_\_\_

***The following section should be completed by the intern:***

My field instructor has discussed this evaluation with me, and I have received a copy.

Intern's Signature \_\_\_\_\_ Date \_\_\_\_\_