Greater Miami Valley Joint MASW: Miami University of Ohio and Wright State University

Field Education Manual

Fall 2015 edition
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I. FIELD EDUCATION: THE SIGNATURE PEDAGOGY OF SOCIAL WORK EDUCATION

Field education is the signature pedagogy of the social work curriculum. Field education is the central form of applying the course theories, values, and skills to the practice setting. Students will complete 300 hours of field education during the second term of Year 1, 300 hours of field education in the first term of Year 2, and 300 hours of field education in the second term of Year 3, except for Advanced Standing students, who complete 500 hours for Field Education I and II. Field Education I, II & III will be accompanied by a seminar where all application of all program competencies will be discussed. It is preferable that students choose two different placement sites. The same site will be used for the placement in Year 2. In Field Education III, students will participate in professional development seminars as part of their final preparation for entrance into the field.

The program provides students with opportunities to gain foundation and advanced level field experience in conjunction with their social work curriculum in order to enhance their knowledge and abilities in applying theory and other concepts to the respective levels of practice. Students receive feedback on their application of knowledge to practice through assignments from their seminar instructors, from their field instructors, and from instructors of other course the students are taking concurrently with field education. Students are expected to participate in field education work experiences that allow them to fulfill the ten core competencies at increasing levels of specialization and independence. Students are expected to utilize their classroom knowledge as they demonstrate their fulfillment of the ten core competencies.

Students cannot receive field education credit for life experiences or previous work experiences.

II. THE GREATER MIAMI VALLEY JOINT MASW: MIAMI UNIVERSITY OF OHIO AND WRIGHT STATE UNIVERSITY

The Greater Miami Valley MASW program is a joint graduate program of Social Work between Miami of Ohio and Wright State University. The program was approved by the Ohio Board of Regents in May, 2012. The program is in its first year of candidacy during the 2012-2013 academic year. Graduating with a Masters of Arts in Social Work from a program in candidacy with the Council on Social Work Education (CSWE) is a prerequisite to apply to be an independent social worker (LISW) in Ohio.

Wright State University

The Department of Social Work is located in the College of Liberal Arts, one of the six undergraduate colleges/schools at Wright State University (WSU). The undergraduate program has been accredited by the Council on Social Work Education (CSWE) since the 1970s and recently reaffirmed in 2010. This ensures that the curriculum and faculty meet established, national standards. As of October, 1992, an undergraduate social work degree from an approved program is a prerequisite to apply for Ohio state social work license as a social worker (LSW).
The MASW program at Wright State has six full-time faculty. This includes the Wright State MASW Co-Director and five full-time classroom faculty and several adjunct faculty.

The full-time faculty and staff in the Social Work Department are:

Dr. Shreya Bhandari, Ph.D., Associate Professor, Wright State-MASW Program Co-Director
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Dr. Sarah Twill, Ph.D., SW Chair
273 Millett Hall, (937) 775-2868, sarah.twill@wright.edu

The Part-Time Adjunct Faculty in the Department are:

Jane Eckels, MSW, Miami Valley Alzheimer’s Association

Kimberly Holbert, MSW, Montgomery County Children’s Services

Beth Kinsel, Ph.D., MA in Gerontology Greene County Council on Aging

Mary Ann Hemmert, MSW, Wright State Social Work
Miami University

Social Work is part of the Family Studies and Social Work (FSW) department and is located in the College of Education, Health and Society, one of the five undergraduate colleges/schools at Miami University (MU). The undergraduate social work program is accredited by the Council on Social Work Education (CSWE), having received reaffirmation in 2011.

The MASW program has five full-time faculty. This includes a Co-Director and four full-time classroom faculty.

The full-time faculty and staff in the Social Work program are:

Angela Curl, Assistant Professor.
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Dr. Lindsey Houlihan, MSSA, Clinical Faculty, Miami-MASW Field Coordinator
101G McGuffey Hall, (513) 529-1684, houlihg@miamioh.edu

Dr. Howard Karger, Ph.D., FSW Chair
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Dr. William Newsome, MSW, Associate Professor,
Miami-MASW Program Co-Director
101J McGuffey Hall, (513) 529-2030, newsomws@miamioh.edu

Amy Roberts, Assistant Professor
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The following faculty and staff are on the Miami University Family Studies faculty and may teach some of the electives and non-practice courses (Research, Policy, HBSE, or Cultural Competency) in the program:

Kelly Bottoms, Support Staff, Administrative Assistant to FSW
101 McGuffey Hall, 513-529-2323

Dr. Kevin Bush, Associate Professor, Associate Dean for Partnerships, Research, and Grants
Dean's Office, 2nd Floor McGuffey Hall, 513-529-0405, bushkr@miamioh.edu

Dr. Katherine Kuvalanka, Assistant Professor
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III. PROGRAM MISSION AND GOALS

Program Mission Statement

The Mission of the Greater Miami Valley MSW Collaborative offered by Miami University and Wright State University is to prepare students from the Greater Miami Valley region to become advanced generalist professionals. Graduates will be lifelong learners and leaders, contribute to the profession of social work through advanced generalist practice which emphasizes effective practice and policy skill development to promote diversity and cultural competency, social and economic justice, reduce oppression, and improve the broader human condition.

The mission of the Greater Miami Valley MSW fits with the purpose of social work which is to promote human and community wellbeing. Guided by a person-in-environment construct, a global perspective, respect for human diversity, and knowledge based scientific inquiry, social work’s purpose is actualized through its quest for social and economic justice, the prevention of conditions that limit human rights, the elimination of poverty, and the enhancement of the quality of life for all persons.

The Greater Miami Valley MASW Mission Statement fits well with the Mission and Vision of Miami University and Wright State University and the respective social work programs:

Miami University and Family Studies and Social Work Mission Statement

Miami University, a student-centered public university founded in 1809, has built its success through an unwavering commitment to liberal arts undergraduate education and the active engagement of its students in both curricular and co-curricular life. It is deeply committed to student success, builds great student and alumni loyalty, and empowers its students, faculty, and staff to become engaged citizens who use their knowledge and skills with integrity and compassion to improve the future of our global society.
Miami provides the opportunities of a major university while offering the personalized attention found in the best small colleges. It values teaching and intense engagement of faculty with students through its teacher-scholar model, by inviting students into the excitement of research and discovery. Miami’s faculty are nationally prominent scholars and artists who contribute to Miami, their own disciplines and to society by the creation of new knowledge and art. The University supports students in a highly involving residential experience on the Oxford campus and provides access to students, including those who are time and place bound, on its regional campuses. Miami provides a strong foundation in the traditional liberal arts for all students, and it offers nationally recognized majors in arts and sciences, business, education, engineering, and fine arts, as well as select graduate programs of excellence. As an inclusive community, Miami strives to cultivate an environment where diversity and difference are appreciated and respected.

Miami instills in its students intellectual depth and curiosity, the importance of personal values as a measure of character, and a commitment to life-long learning. Miami emphasizes critical thinking and independent thought, an appreciation of diverse views, and a sense of responsibility to our global future.

The mission of the social work program is to educate and prepare competent and effective professionals for generalist practice. The program seeks to provide and develop social work knowledge and skills to facilitate students in becoming effective change agents for social justice who advance the well-being of at-risk and disenfranchised populations. In preparing students for effective generalist social work practice, the program’s mission involves instilling in students the knowledge, values and ethics of the social work profession, its competency based purposes and its heritage. Our program seeks to ensure that students acquire practice and intervention strategies to effectively create social justice and to join with at-risk and disenfranchised populations in facilitating their functioning while simultaneously empowering them. Based on a liberal education perspective and a professional social work foundation, the program strives to educate students on at-risk and disenfranchised populations as well as the social contexts in which the development of effective service delivery systems transpire. Drawing from a generalist practitioner model committed to the social justice of at-risk and disenfranchised populations, social work students will be presented with multi-level strategies to advance generalist, and competency based practice. The Social Work Department at Miami University is dedicated to preparing ethical, competent, creative, and critically thinking generalist practitioners. The program strives to prepare students who are self-aware life-long learners, who deliver culturally competent interventions, and who are optimistic about their abilities to promote well-being through all levels of social intervention.

In keeping with the overall mission, faculty of the MU Social Work Program have taken leadership roles in service, research, and teaching that have benefitted students on the Oxford campus. Specifically, faculty in the social work program have initiated and contributed to the Center for Community Engagement, the Center for American and World Cultures, Service Learning and Civic Leadership, the Mosaic Program, Bridges: A Program for Excellence, MADE@Miami, Student Achievement Research and Scholarship
(STARS) and community groups within the Cincinnati inner-city neighborhood of Over-the-Rhine.

In addition, the mission of the MU Social Work Program fits well with the overall mission of Miami University. Specifically, a transformative nature exists between the two which seeks to focus on a diverse student, faculty, and staff community; fostering high quality undergraduate and graduate learning; partnering with the community to improve the local region; establishing new relationships to transform the lives of students; and preserving sustainable partnerships that are economically efficient.

Wright State University and Social Work Mission Statements

**WSU Vision Statement:**
“In the pioneering spirit of the Wright Brothers, Wright State will be Ohio’s most innovative university, known and admired for our diversity and for the transformative impact we have on the lives of our students and on the communities we serve”.

**WSU Mission Statement**
We transform the lives of our students and the communities we serve. We are committed to:
- achieving learning outcomes through innovative, high quality programs for all students: undergraduate, graduate and professional;
- conducting scholarly research and creative endeavors; and
- engaging in significant community service.

The mission of the WSU Social Work Department fits well with the WSU values that drive its vision: focus on a diverse student, faculty, and staff community; fostering high quality undergraduate and graduate learning; partnering with the community to improve the local region; establishing new relationships to transform the lives of students; and preserving sustainable partnerships that are economically efficient.

**WSU Social Work Mission Statement**
The Social Work Department at Wright State University is dedicated to preparing ethical, competent, creative, and critically thinking generalist practitioners who pursue their work from a social justice perspective. The program strives to prepare students who are self-aware life-long learners, who deliver culturally competent interventions, and who are optimistic about their abilities to promote well-being through all levels of social intervention.

**Greater Miami Valley MASW Program Goals**
The program’s goals flow directly from its mission. The program’s goals are

1. Prepare lifelong learners of social work practice.
2. Prepare persons to master social work knowledge, skills, and values.
3. Prepare graduates to contribute to the profession of social work.
4. Prepare graduates to master advanced generalist direct practice skills.
5. Prepare graduates to master advanced generalist macro practice skills.
6. Prepare graduates to promote diversity and cultural competence.
7. Prepare graduates to promote social and economic justice.
8. Prepare graduates to reduce oppression at the local, state, national, and global levels.
9. Prepare graduates to improve the broader human condition.

The program goals fit well with the goals of Miami University and Wright State University:

**Miami University of Ohio Goals**

1. Embrace Diversity
2. Build Community
3. Think Critically
4. Create Knowledge
5. Work Across Disciplines
6. Advance Social Change
7. Cultivate Collaboration
8. Foster a Global Perspective

**Wright State University Goals**

1. Academic Distinctiveness and Quality
2. Educational Attainment
3. Research and Innovation
4. Community Transformation
5. Valued Resources

**IV. GENERALIST AND ADVANCED GENERALIST PRACTICE**

The core component of the program are the concept of generalist and advanced generalist practice. Generalist social work practice comprises the theory, skills, and values obtained in an undergraduate program and the foundation component of a social work master’s program. Advanced generalist theory, values, and skills comprise the competencies and practice behaviors of the concentration focus of the master’s program.

The definition of generalist practice is:
Generalist practice is grounded in the liberal arts and the person and environment construct. To promote human and social well-being, generalist practitioners use a range of prevention and intervention methods in their practice with individuals, families, groups, organizations, and communities. The generalist practitioner identifies with the social work profession and applies ethical principles and critical thinking in practice. Generalist practitioners incorporate diversity in their practice and advocate for human rights and social and economic justice. They recognize, support, and build on the strengths and resiliency of all human beings. They engage in research-informed practice and are proactive in responding to the impact of context on professional practice. BSW practice incorporates all of the core competencies.

The faculty in the Miami Valley Joint MASW (Social Work Departments at Wright State University and Miami University) adhere to the following definition of advanced generalist social work practice:

Advanced Generalist Practice is the concentration for the Greater Miami Valley MSW Collaborative. Advanced generalist practice is taught through the concentration courses in the second year of the two-year full-time program.

We define advanced generalist professional as a person who uses critical thinking skills and differential application of advanced social work knowledge, theories, skills, values and ethics in the assessment of and intervention with micro, mezzo, and macro level systems.

The Advanced Generalist MSW professional:

- Is prepared to meet the needs of all clients
- Focuses on culturally competent, ethical practice that ranges from case management and clinical practice with individuals, families and groups through organizational administration and change, policy development, and community practice.
- Is prepared to assume leadership in both direct and indirect practice settings.
- Is committed to improving the lives of clients and the social work profession.
- Is committed to social and economic justice.
- Is committed to the implementation of evidence based practices.
- Is committed to understanding and applying multi-modal strategies based on a holistic assessment of the client situation as defined mutually by client and action systems.
- Applies a global perspective in understanding the context of oppression, promotion of social work values, and the promotion of universal human rights.

The emphasis of the Advanced Generalist Practice concentration is that all students will master direct practice and macro practice knowledge, skills, and values at the advanced level of social work practice. Additionally, each student will master direct
practice and macro practice knowledge, skills, and values to work with Families and Children or Older Adults.

V. PROGRAM COMPETENCIES AND PRACTICE BEHAVIORS

The practice behaviors in field contracts (appendix D & E) are the program’s operational definition of how the mission and goals of the program are met by having students master each competency listed. Each syllabus identifies the practice behaviors mastered in that course and how those practice behaviors are measured. Application of all practice behaviors will be expected before the completion of the MASW. Demonstration of foundation practice behaviors will be expected before moving on to the practice behaviors in the concentration courses.

In order to graduate with a MASW, students will master the practice behaviors at the level expected of Advanced Generalist Practice, meaning that the student will apply practice behaviors in more depth than expected of generalist practitioners and apply the practice behaviors expected in the concentration area chosen.

Appendix D has the nine competencies that guide this program. Following each competency is a set of foundation level practice behaviors. There are also Advanced Generalist practice behaviors for each competency (see appendix E). Demonstration of the competency at the Advanced Generalist concentration level means that the student also implements the foundation practice behaviors for that competency.

In Field Education I, students are expected to master the foundation practice behaviors in their field setting. In Field Education II & III, students are expected to master the advanced generalist practice behaviors. The agency contract (appendix D & E) and evaluation found later in this handbook outlines these practice behaviors and a range of associated tasks.

VI. ELIGIBILITY CRITERIA FOR FIELD EDUCATION

Students are directed to the Greater Miami Valley Joint MASW Student Handbook for policies related to all aspects of the program. These policies include the Application criteria to be admitted into the program, grievance policy, dismissal policy, description of the curriculum, and ways students can participate in guiding and assessing the program.

Admission Criteria to Begin Field Education

Students must meet with the Field Education Coordinator at the respective universities during the term prior to the placement: Dr. Houlihan at Miami and Ms. Paula Long/Gentles-Gibbs at WSU. Students must be in good standing with the program and graduate school. Academic good standing requires the student to maintain an overall 3.0 GPA, repeat any course with a grade lower than C, not take the same social work course more than 2 times, and not be able to count more than 2 Cs toward graduation. A student is placed on academic probation if she/he has below a 2.0 GPA and is eligible for dismissal if she/he is on probation for two consecutive semesters. Students must also not be in
violation of the Code of Student Conduct and must not be in violation of concerns listed in the Department Dismissal Policy.

Students will complete a student profile that will assist the Field Coordinator in contacting potential agencies for the placement. The Field Coordinator will make the first contact to the agency to see if supervisors are available for the upcoming term. Upon approval of the potential agency contact person, the Field Coordinator will then instruct the student to arrange a meeting at the agency. The Field Coordinator will send the Student Profile to the agency contact person. The student and potential field supervisor will complete a form stating they approve the placement or that they do not approve the placement with the reason.

Students may begin the foundation field placement (Field Education and Seminar I) after successfully completing Social Work Practice I, HBSE I, Policy I, Research I, and Cultural Competency. They must enroll concurrently in Social Work Practice II and have taken or be taking HBSE II and Policy II. Students may begin the advanced generalist field education (Field Education II & III) while concurrently taking Advanced Generalist II & III, Research II & III, and the advanced generalist focus area courses.

The process for enrolling in Field Education II & III is the same as applying for Field Education I. That is, students must complete an amended Student Profile that describes how the advanced generalist field setting will help the student master the advanced generalist practice behaviors related to the student’s concentration focus area. The Field Education Coordinator will again make the first contact to the potential field supervisor.

The Field Education Coordinator determines readiness to begin each field education. At any time, the Grievance Procedure described in the student handbook may be implemented by a student, field supervisor, or faculty member.

VII. FIELD EDUCATION POLICIES

Field Supervisor Minimum Qualifications: Field supervisors must have a Master’s Degree in Social Work (MSW) from a CSWE accredited program. Social work licensure (i.e., LSW or LISW) is not required. Exceptions may be granted with the instructor’s and/or field coordinator’s approval. In such cases, field supervisors must commit to reinforcing a social work perspective and the NASW Code of Ethics with training from the field coordinator and ongoing guidance from the faculty field liaison and the MASW program will provide accommodations for the student to be exposed to a social work perspective and professional development in social work.

Reasonable Accommodations: If needed, students with physical, mental, and/or learning disabilities may ask the director of their field agency for specific and reasonable accommodations for their disabilities. The Office of Disability Services at both Miami and WSU will also provide assistance in helping agencies, students, and faculty make needed accommodations.
General Policies:

**Hours:** Students enrolled in the full time concurrent field placement must complete 900 clock hours over the three Field Education courses. Advanced standing students complete 500 clock hours over the two Field Education courses. Each semester of field education students must complete 250 - 300 hours, which is on average 18 - 20 hours per week. Students are typically in their field placement during daytime business hours (Monday through Friday from 8 am to 5 pm). Securing a field placement outside business hours is rare as MSW level social workers typically work from 8am - 5pm. Before applying and enrolling in a graduate program, individuals should give significant thought to their lives, and how work and family obligations will need to be adjusted in order to add the required school obligations. All placements are coordinated through the social work field office. Per Council on Social Work Education (CSWE) recommendations, the field office acts as the liaisons between the student and the agency to assure that CSWE practicum requirements are followed. As such, students should not contact social service agencies without the permission of the field director. Students who cannot do their field placement during the traditional business hours (Monday through Friday 8 am to 5 pm) will work with the field coordinator to discuss their life circumstances and field placement options. Needing to complete the practicum during non-traditional business hours may lead to delaying graduation.

**Attendance:** Students are expected to be punctual and observe the regular agency working hours. When students are absent or tardy for reasons beyond their control (death in family, illness), they must call their field supervisor by 9:00 a.m. and give reason for absence or tardiness. Students should speak directly to the supervisor; a message should be left only if the supervisor is not accessible. Students are expected to make up missed time. This is to be structured in conjunction with the agency field supervisor.

**Holidays:** Students can take agency holidays and university holidays off. However, these holidays are to be negotiated at the beginning of each semester. Assignments and responsibilities to clients should guide the decisions relative to holidays.

**Professional Meetings:** Students are encouraged to attend professional meetings. The field supervisor can determine the appropriateness of such a meeting and whether practicum hours can be used. The MASW program may also encourage students to attend certain professional meetings and will allow time to count for practicum hours. Such a decision will be made in conjunction with the field supervisor.

**Time Records:** Students are required to maintain written documentation of field education hours completed. The field supervisor is to document hours on the evaluations submitted at the end of each semester. Students are expected to complete a monthly time log and turn this in to the Field Education Coordinator.

**Withdrawal from field education:** Students have the right to drop the field education within the University approved period. However, this decision must be discussed in
detail with the Field Education Coordinator and the field supervisor. Termination of field education may be initiated by the student, agency, or Field Education Coordinator and must be done in a planned way to minimize damage to agency services and clients, the student, and the future working relationship between the agency and the MASW program.

Students who do not pass their field placement due to failing to demonstrate competency on the practice behaviors, or for other personal reasons, may work with the field supervisor and MASW Director to determine if a second field placement opportunity is warranted. Depending on the severity of issues in field, students may be dismissed from the program after one failed field placement. Failing a field placement will result in a change of the academic plan, and delayed program completion.

Field Education and Employment: CSWE accreditation standards emphasize that the field education must demonstrate a "clear differentiation between work and student learning assignments." Thus, the MASW program makes every attempt to have students complete their field education at an agency where the students are not employed. For the exception – field education at the same agency where the student is employed - the following conditions must be satisfied: 1) student must be assigned to a unit/division that differs from the regular work assignment, 2) student must be assigned a field supervisor who is not the work supervisor, and 3) the agency must provide release time for the field education. The student must also complete a Place of Employment Field Site Application.

Criminal disclosure

Students will complete the criminal disclosure form at the time of their first advising appointment. This form mirrors the language of the Ohio licensing board. The purpose of asking a student about his or her criminal history is twofold: 1) discuss the implications a criminal history may have on field placement options and 3) prepare a student to discuss a criminal history with employers and the licensing board in their future career. Failure to accurately disclose a criminal history is considered lying, an unethical behavior, and will result from dismissal from the program.

If a criminal disclosure has been made, the MASW director, the field coordinator, and the student will meet to discuss the implication of a criminal history for field placement, licensing, and employment opportunities. Students with a criminal history may have limited field placement options than others, and it may take the field placement director longer time to secure a placement.

Professional Liability Insurance:
Students are required to purchase liability insurance through the National Association of Social Workers (NASW) prior to beginning Field Education I and provide evidence of such to the Field Education Coordinator prior to beginning Field Education I.

**Placement Process for Field Education:**

Students must meet the eligibility requirements stated earlier in this handbook. When the eligibility requirements are met, students are able to start the official placement process. In order to enroll in the field placement for the Spring Semester, students must apply during the preceding Fall Semester. Students must **complete the application** form which is called the Student Profile. Once the Student Profile is completed, students then schedule a **screening interview** with the Field Education Coordinator. The purpose of the screening interview is to determine the readiness of the student to enter the field placement and the appropriate agency for the field placement. Readiness of students for field placement is based on the student’s completion of prerequisites, expressed readiness, and input from the social work faculty. If it is felt that the student is not ready to do a field placement, the Field Education Coordinator reserves the right to not accept the student for field placement at that time.

The actual placement site is a negotiable matter between student, the Field Education Coordinator, and the desired agency, based on the student's interest and practice goals, and the availability of an appropriate agency to meet these goals.

The identified agency for desired placement will have the final decision to accept the student for placement, based on an interview between the student and the designated supervisor and/or agency designee. The student also has the right to accept or reject the agency for placement. The Field Education Coordinator will finalize the agreed upon placement in written form, clearly delineating the starting and ending dates of the field education experience.

Under usual circumstances, foundation and advanced field placement must be in different agencies unless there are exceptional circumstances which may include, but are not limited to, field coordinator's decision, unique learning opportunity, or others. Moving field placements may delay program completion.

Students may be asked to drive their personal vehicle on behalf of their agency as part of their field placement duties. Driving may or may not include transporting clients. Students whose duties may include driving for their agencies should plan on being able to provide their agency with a copy of their valid driver’s license and proof of at least the minimum required level of auto liability insurance.

**VIII. Responsibilities and Functions of the Faculty, Students, and Field Education Agency**

The **Field Education Coordinator** has the following responsibilities:
A. To screen students making application for practicum.

B. To provide students with information about placement opportunities including specific agencies and programs.

C. To provide agencies with information about particular students.

D. To match students with agencies keeping the interests and needs of both in mind.

E. To arbitrate issues that may arise where either agency or student is experiencing difficulty, and to make and carry out decisions to remove students when necessary.

F. To provide assistance as deemed appropriate, to the faculty-field liaisons/seminar instructors, field supervisor, agency, and/or student upon request.

G. To identify and evaluate agencies as potential practicum settings for students.

H. To plan and implement orientation and other seminars for field supervisors.

I. To carry out other duties as identified as being related to practicum.

The Faculty-Field Liaisons/Seminar Instructors have the following responsibilities:

A. To attend annual orientation and scheduled faculty-field liaison/seminar instructor meetings.

B. To read and evaluate student's logs.

C. To assess student's performance/progress during visits to agency, including the assessment of at least one observation of a student activity in the agency.

D. To maintain ongoing contact with assigned students and agencies and arbitrate issues that may arise between them.

E. To plan and conduct the seminar in which students participate during practicum at specified intervals.

F. To keep students and field supervisors aware of all dates and related expectations that effect practicum. This includes dates, times, and location of seminars, dates evaluations are due, etc.

G. To assign grades based on final evaluations, logs, participation in seminars, and/or other clearly specified criteria.
H. To keep Field Education Coordinator apprised of any major problems.

I. To notify the Field Education Coordinator whenever arbitration necessitates intervention at or above the Coordinator level.

The **Agency** has the following responsibilities:

A. To provide learning experiences that adhere to the Social Work Program's purpose and outcomes.

B. To provide the supervisory/instructional personnel to ensure quality learning experiences for students, that is, to select a person with the MSW from a CSWE accredited social work program. (Exceptions must be arranged with the Field Education Coordinator.)

C. To provide travel reimbursement for student expenses incurred while performing agency business or to explore the feasibility of reimbursement if such a policy does not exist.

D. To provide opportunities to work with members of different ethnic groups.

E. To provide adequate space and supplies for students.

F. To prepare the agency personnel for the arrival of student(s).

G. To participate in the selection of student(s) assigned to agency, including interviewing student(s) prior to placement and submitting forms indicating acceptance or non-acceptance.

H. To provide learning experiences that insure students’ direct involvement with clients in a manner consistent with Practicum course outcomes, professional social work practice, and the NASW Code of Ethics.

I. To provide learning experiences that expose students to the total operation of the agency.

The **Field Supervisor** (Field Instructor) has the following responsibilities:

A. To develop the learning/contract activities of the students that ensure achievement of the expected field outcomes.

B. To meet with students for at least an hour each week for an instructional conference, and at other times as needed.
C. To complete the mid-point and end of term evaluations.

D. To serve as a professional role model for the students.

E. To attend orientation and special meetings convened for field supervisors.

**Students have the following responsibilities:**

A. To be present at the agency during the times arranged for the practicum. If, for any reason, the student is unable to adhere to the designated dates and/or times, the student is to immediately notify their field supervisor and the Field Education Coordinator.

B. To make and comply with arrangements made to cover any missed time.

C. To spend 900 clock hours in the field placement (300 hours each semester) for three semesters for full time students. To spend 600 clock hours in the field placement (300 hours per semester) for two semesters for advanced standing students.

D. To conduct themselves in a responsible and professional manner at all times while carrying out the assigned duties of the agency. This includes promptness, neatness in personal appearance, and working cooperatively with other staff members.

E. To comply with the NASW Code of Ethics and to conform to the agency rules to protect client rights, particularly with regard to confidentiality of case material and other information the student may have access to because of the practicum assignment.

F. To work within the framework of the agency established by its policies and procedures.

G. To attend each scheduled field placement seminar.

H. To actively participate in case assignments (individual, family and group work), conferences, and all other activities deemed appropriate by the agency.

I. To be part of the learning experience, doing each assignment to the best of his/her ability.

J. To keep a log of the actual hours in practicum and be able to document that the total hours required have actually been fulfilled.

K. To keep the Field Education Coordinator and faculty-field liaison aware of any problems he/she is concerned about and/or is unable to resolve in cooperation with the field supervisor.
L. To not make initial contacts with agencies regarding practicum placement possibilities, without the specific permission of the Field Education Coordinator.

M. To complete all expectations, contractual agreements, and assignments that are defined as part of the practicum experience.

N. To meet all the obligations the student has to the University, agency, and clients.

IX. Grievance Procedures

The grievance procedures are developed for use by students, faculty, agency based field supervisors, and clientele. The grievance procedures are designed to deal with discrepancies that may emerge during the field practicum experience. A step-by-step procedure is outlined and must be followed in order and timetable outlined.

Step 1. Whenever there is a discrepancy, the two parties involved should take every precaution to try to resolve the matter. If the matter cannot be resolved, then the matter should be brought to the attention of the agency based field supervisor. If the matter cannot be resolved at this level, the grieving person must inform the other party of his/her intention to proceed to Step 2. This should be communicated in writing with a copy being forwarded to the Field Education Coordinator within five working days following the meeting between the student and agency based field supervisor.

Discrepancies between clientele and students will be resolved and handled in Step 1 only. If additional action is required, the procedures of the agency will be followed. The agency based field supervisor will inform and keep the Field Education Coordinator and the faculty-field liaison/seminar instructor apprised of all developments.

Step 2. The student, field supervisor, faculty-field liaison/seminar instructor, and Field Education Coordinator will meet to resolve the matter. If satisfactory resolution is not obtained, then the grieving parties may initiate action within five working days following the meeting by written communication to the Chair of the Program.

Step 3. The Chair will meet with parties to try to satisfactorily resolve the matter. If a satisfactory agreement cannot be reached, the parties will move to the final step.

Step 4. The final step will involve meeting with a panel of three. Each party in conflict will select a representative from a developed list to hear grievance. This panel of three (Department Chair and two selected representatives) will make a final decision to which parties must agree.
X. Evaluation Process for the Student in Field Education

The evaluation of the student in field education is a joint assessment of the field supervisor and faculty-field liaison/seminar instructor.

Both the student and the agency field supervisor have an integral part in the evaluation. Each has a particular level of responsibility in making it an educational part of the practicum. Communication between the agency field supervisor and the student should be such that both are aware of the level of performance of the student at any given point in time. Ongoing and regularly scheduled conferences between student and supervisor are necessary in order for this to be achieved.

Students are evaluated twice during the Field Education I, and once each at the end of Field Education II & III. For the first semester field experience, students will receive a midpoint evaluation at seven weeks and an end of the semester evaluation.

The due date for each specific evaluation will be communicated to students and supervisors.

A contract/evaluation tool must be developed each semester based on the appropriate outcomes. The use of this tool is explained during the orientation with students and field supervisors.

In addition to participating in the evaluation, each student is required to review and sign the evaluation before it is submitted. The student's signature does not denote agreement about its content but rather that the student has had an opportunity to read and discuss the evaluation with the supervisor. Students may submit a written addendum to the evaluation if there are disagreements with respect to the ratings and comments. The addendum must be reviewed and signed by the supervisor.

Evaluations are considered the property of the MASW program. However, students may make a written request that a copy be given to them or sent to an employer or a graduate school.

The evaluation for Field Education I contains a list of foundation practice behaviors which must be met by the end of the term. The evaluations for Field Education II & III contain a list of advanced generalist practice behaviors which must be met by the end of each term.

Each student will receive a Pass or Unsatisfactory for the field education setting each semester. Field supervisors will complete the field evaluation for three terms rating each practice behavior on a scale from 1-5, with 5 being the highest score. Field supervisors should notify the field education coordinator if a student is receiving multiple “3” scores. Students will receive a Pass for field education if their average score across all practice behaviors is a 4 or higher.

XI. Field Education Seminars and Concurrent Classes
A field education seminar will accompany the Field Education placements (Field Education I, II & III). Students will meet in the seminar once each month for two hours. The time and location of the seminar will be arranged with the Field Education Coordinator. Students will be given assignments that apply to the field setting. The final grade will be a letter grade. The syllabus for each seminar is contained in the Appendix of this Field Manual.

At the foundation level in Field Education I, students must engage in field experience that allows one to fulfill the core competencies while developing generalist, foundation practice behaviors. The field experience component of SW Field Education and Seminar provides this opportunity during the second semester of the first year. At the advanced level in Field Education II & III, students must engage in field experience that allows one to fulfill the core competencies while developing advanced generalist behaviors, in an area of specialization, either in a setting providing interventions to help Children and Families or Older Adults. The advanced generalist field education experience is split between two semesters of their second year.

Students are expected to apply knowledge from their concurrent practice courses during their field experiences. In Field Education and Seminar I, the content from HBSE I & II, Policy I & II, Practice I & II, Research I, and Cultural Competency provide the theory and concepts to complete the foundation practice behaviors. In Field Education II & III, the content from Advanced Generalist I & II, Research II & III, and the advanced generalist three course focus area courses provide the theory and concepts to complete the Advanced Generalist practice behaviors.

XII. APPENDICES

The Appendices to the Field Manual provide the tools for students, faculty, and field instructors to assist students in meeting the program mission, goals, competencies, and practice behaviors through the field education experience. The Student Handbook provides other program policies that are not repeated in the Field Manual. Students are expected to be knowledgeable of the policies and procedures contained in both the Student Handbook and the Field Manual. The Student Handbook also contains the NASW Code of Ethics and the CSWE Education Policy and Accreditation Standards 2015. These two documents can be provided to field supervisors who request them.
APPENDIX A

GREATER MIAMI VALLEY JOINT MASW PROGRAM

STUDENT PROFILE

Social Work Field Education I
Directions for Completion: (Please type.)

Students must undergo a meaningful self-assessment before they can participate in the selection of appropriate field placements. This form provides a structured method for you to conduct this self-assessment and will assist in making an appropriate match between your expectations, needs, and educational goals. This form will also assist the agency in developing a meaningful practicum experience.

<table>
<thead>
<tr>
<th>NAME</th>
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</thead>
<tbody>
<tr>
<td>ADDRESS</td>
<td></td>
</tr>
<tr>
<td>PHONE</td>
<td></td>
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<tr>
<td>WSU EMAIL</td>
<td></td>
</tr>
<tr>
<td>PROGRAM CONCENTRATION</td>
<td></td>
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</tbody>
</table>

1A. Undergraduate degree:

1B. List full titles of completed courses (undergraduate and graduate) that have prepared you for placement. Include courses in Social Work, Sociology, Psychology and Rehabilitation Counseling, etc.

2. List your employment history, starting with the most recent employer.
3. List your social work related volunteer experiences. Include your mini-practicum experiences if applicable and note with an asterisk.

4. List the main characteristics of your personality (e.g. passive, assertive, easily intimidated, eager, anxious, shy, creative, etc.)

5. List at least five (5) things about you that you consider to be your assets--your strongest points. Be very specific and personal; do not just say, "I think I have good skills", but "I learn quickly" or "I can handle a lot of pressure."

6. List at least five (5) things that you need to work on improving or skills you need to learn.
7. What kind of climate or learning environment is necessary in a field placement for you to learn or to be productive?

8. What do you want from a supervisor?

9. What are your specific goals for practicum?

10. Review your answers to all the previous questions. Is there anything you expect from your practicum placement that has not been covered? If so, list below and comment on each.

11. Is there anything that might interrupt your placement?
12. Do you have transportation?

Yes ☐ No ☐

13. What days of the week and times will you be available for placement
(Please note that the department recommends 20 hours of practicum each week)

Please sign and date below to indicate that you consent to our releasing the above
information to prospective agencies and that you understand that some agencies may require
additional information such as health screenings, criminal background checks, and drug
screens.

<table>
<thead>
<tr>
<th>Signature</th>
<th>Date</th>
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</table>

Note: Students needing an accommodation for a disability should direct their requests to
the agency director after they have been accepted for the practicum. Please contact WSU’s
Office of Disability Services for information on transportation and other resources.

NOTE: Please keep Questions 15, 16, and 17, which are on the next page, separate
from the other questions since this information is used for screening purposes and
does not go to the agency.
NOTE: These Questions & Responses are not sent to the prospective agencies.

15. What are your career goals?

16. Are you registered with the Office of Disability Services/Do you have any physical, learning, or mental condition that should be considered in planning a field placement? If so, please indicate your limitations and needs as a result of this condition.

17. Did you report any criminal history to the department when you applied for the program? Have there been additional charges since then? [Please discuss these issues/potential issues during the field interview]

18. Considering your responses to the previous questions and your current situation and desires, what kind of setting would you want for your practicum placement? List at least three types of agencies, populations and/or fields of practice in rank order with the first being the most desired (refer to the department Website and/or the United Way Social Services Directory available in the Social Work Office).

<p>| | |</p>
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<tr>
<td>3.</td>
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<tr>
<td>4.</td>
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</table>

Name

Date

Revised 2/15
APPENDIX B

GRADUATE PROGRAM IN SOCIAL WORK
STUDENT ACCEPTANCE FORM

Agency ________________________________________________________________

Contact Person _______________________________________________________  

I accept the following student(s) for field practicum commencing the:
☐ Spring Semester   Year _____

Names(s) of Student(s)
1. ___________________________________
2. ___________________________________
3. ___________________________________
4. ___________________________________

I cannot accept the following student(s) for field practicum:

☐ Spring Semester   Year _____

Names(s) of Student(s)
1. ___________________________________
2. ___________________________________
3. ___________________________________
4. ___________________________________

Signature ________________________________  
Date  ________________________________

Send to:  Field Education Coordinator       Field Education Coordinator
          Graduate Program in Social Work       Graduate Program in Social Work
          Wright State University              Miami University
          272 Millett Hall                      101 McGuffey Hall
          Dayton, OH  45435                    Oxford, OH  45056
          937-775-2585                          513-529-1809
APPENDIX C

Greater Miami Valley Joint MASW Program
MIAMI UNIVERSITY - WRIGHT STATE UNIVERSITY
Department of Social Work

MID-POINT EVALUATION FORM
(Completed During Spring Semester)

Social Work – Field Education I
Seminar Field Instructor:

Date: _______________________________

Name of Student: ____________________________________________________________

Name of Supervisor: __________________________________________________________

Name of Agency: ____________________________________________________________

(Address) _________________________________________________________________

Phone: __________________________

Evaluation Period -

Hours Completed: _______________________

Directions: A meaningful performance evaluation must give an accurate assessment of the student's performance in carrying out assignments as well as their ability to receive and actualize instructions for completing assignments.

Please use the following scale to evaluate each area:

5.0 = Outstanding (Performance is consistently above expectations)

4.5 = Excellent (Performance is often above expectations)

4.0 = Above Average (Performance is sometimes above expectations)

3.5 = Average (Performance meets expectations)

3.0 = Below Average (Performance is below expectations)

< 3.0 = Fail (Performance does not meet expectations)
MID-POINT EVALUATION FORM

Page 2

____ Demonstrates appropriate understanding of the social policy and procedures that govern the agency and its service delivery.

____ Demonstrates a conscious disciplined use of the professional self (attendance, punctuality, and assignment completion, as well as thoroughness, etc.)

____ Demonstrates an ability to assume responsibility for own learning - i.e. comes to supervision prepared to ask questions and provide feedback regarding status of assignments, readiness to assume additional activity, etc.

____ Applies knowledge gained through past experiences to current situations (classroom, orientation, previous assignments, etc.)

____ Exercises initiative in pursuing opportunities to enhance and/or further professional learning

Identify the areas the student needs to work to enhance, prior to the semester ending:

Are there new goals that have emerged as a result of this evaluation? If so, please list.

Please comment on the student's observable potential as a "helping person."

Signatures: ____________________________ ______________________________

Student _____________________________ Date _____________________________

Supervisor ___________________________ Date _____________________________

Agency Name ___________________________ Academic Year ____________
APPENDIX D
MASW Field Education Contract/Evaluation
Foundation Generalist Placement
Wright State University/MU Collaborative

Contract/Evaluation Period: Spring Semester 201__

Updated: Fall 2015

| Name of Student: | | | |
| Name of Supervisor: | | | |
| Agency: | | | |
| Address: | | | |
| Phone: | Date: | Hours Completed: |

The learning contract provides a broad framework for developing an individualized learning plan which is responsive to the needs of the student and the resources of the field agency. It is designed to give direction and learning structure to the field experience and is developed around the core practice competencies that are designated in the 2015 Educational Policy and Accreditation Standards (EPAS) by the Council on Social Work Education (CSWE).

It is the joint responsibility of the student and field instructor to negotiate the learning contract content within the first weeks of the field placement. The student is responsible for providing a copy of the learning contract to the Seminar Instructor/Field Liaison.

This learning contract outlines the 9 core competencies and 31 practice behaviors that all accredited social work programs are required to measure. All 31 practice behaviors must be completed during this placement. At least task must be addressed, and can be modified to fit the agency setting.

<table>
<thead>
<tr>
<th>5.0 = Outstanding</th>
<th>Performance is consistently above expectations</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.5 = Excellent</td>
<td>Performance is often above expectations</td>
</tr>
<tr>
<td>4.0 = Above Average</td>
<td>Performance is sometimes above expectations</td>
</tr>
<tr>
<td>3.5 = Average</td>
<td>Performance meets expectations</td>
</tr>
<tr>
<td>3.0 = Below Average</td>
<td>Performance is below expectations</td>
</tr>
<tr>
<td>&lt; 3.0 = Fail</td>
<td>Performance does not meet expectations</td>
</tr>
</tbody>
</table>
Please conclude with a statement summarizing strengths and areas for attention or need for further development.

### Competency #1: Demonstrate Ethical and Professional Behavior

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
</tr>
</thead>
</table>
| Make 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 | □ Discuss with supervisor the application of the NASW Code of Ethics in micro and macro practice  
□ Use case examples in supervision to apply strategies of ethical reasoning in order to make a decision about intervention or problem resolution  
□ Discuss with supervisor potential conflicts between local laws and the NASW code of ethics |       |
| Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations | □ Identify at least one personal bias or personal value and discuss with supervisor its potential impact on clients  
□ Discuss an area of discomfort with any client population and identify why this is presents as a discomfort  
□ Demonstrate personal reflection and self-correction in supervision and/or via process recordings |       |
| Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication | □ Review and discuss with supervisor agency policies regarding professional conduct  
□ Demonstrate the ability to communicate professionally, both in writing and in speaking  
□ Participate in community meetings, representing the agency and its clients |       |
| Use technology ethically and appropriately to facilitate practice outcomes | □ Review agency policy on use of technology regarding communication on client matters  
□ Provide a mini-training for staff on the benefits and challenges associated with use of technology to communicate with/about clients  
□ Use technology to learn one new evidenced-based practice model/intervention and share with supervisor |       |
| Use supervision and consultation to guide professional judgment and behavior | □ Provide an agenda/list of discussion points and questions for weekly supervision  
□ Attend a professional conference or seminar and discuss new knowledge with supervisor  
□ Discuss professional and career goals with supervisor |       |
## Comments:

### Competency #2: Engage diversity and difference in practice

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
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</table>
| Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels | □ Reflect upon own race, culture and general background and their potential effect on relationships with clients  
□ Conduct research on special populations served by the agency and discuss implications for practice at the micro, mezzo and macro levels  
□ Identify 2 existing clients or groups within the agency and discuss their culture, values and personal history, demonstrating an understanding of how these lead to different life experiences |       |
| Present themselves as learners and engage clients and constituencies as experts of their own experiences | □ Interview at least 2 individual clients or one client group (e.g. addicts) and compare their reports of their experiences with information found in agency documentation  
□ Demonstrate the ability to facilitate client self-determination in situations where differences exist between client and agency goals  
□ Discuss with supervisor the difference between a directive vs. non-directive approach in working with clients |       |
| Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies | □ Discuss with supervisor specific areas of personal growth to be addressed in working with diverse clients  
□ Discuss steps to be taken to manage personal bias when working with diverse clients  
□ Use process recordings to review cultural competence in interactions with clients |       |

### Comments:
### Competency #3: Advance Human Rights and Social, Economic, and Environmental Justice

<table>
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<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
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</table>
| Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels | □ Identify specific examples of how agency clients have been impacted by inequality and injustice  
□ Discuss community standards/values or state/federal regulations that may limit client rights  
□ Find relevant literature on human rights and social, economic and environmental justice and discuss new knowledge in supervision |       |
| Engage in practices that advance social, economic, and environmental justice | □ Demonstrate an ability to advocate for a client to ensure that an identified need is met  
□ Write a letter to a public official regarding client injustice and rights violation  
□ Discuss with supervisor and implement strategies to empower clients regarding rights and justice |       |

**Comments:**

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### Competency #4: Engage In Practice-informed Research and Research-informed Practice

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
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</table>
| Use practice experience and theory to inform scientific inquiry and research | □ Identify practice issue within the agency for which the student worker needs information/data and propose a small-scale quantitative or qualitative research project  
□ Develop a questionnaire or observation sheet to be used to gather client data on a specific issue  
□ Complete at least one reflective journal entry each month, describing a research-informed intervention used/observed |       |
| Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings | □ Attend training/workshop on new research or policy and discuss the applicability and implications of the findings  
□ Read one qualitative and one quantitative research study on a client-related issue and discuss with supervisor  
□ Meet with agency research/outcome measurement staff and discuss how they measure outcomes as well as interpret and report findings |       |
<table>
<thead>
<tr>
<th>Use and translate research evidence to inform and improve practice, policy, and service delivery</th>
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<tbody>
<tr>
<td>□ Do a literature review of empirical research related to the field of practice and present findings to supervisor/staff</td>
</tr>
<tr>
<td>□ Identify an area of practice with new research made available. Compare agency practice against research findings</td>
</tr>
<tr>
<td>□ Discuss with supervisor how research findings that you have become aware of can improve agency practice</td>
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</table>

### Comments:

### Competency #5: Engage in Policy Practice

<table>
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<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
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</table>
| Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services | □ Identify at least one local or state policy that has some bearing on the agency’s clientele  
□ Identify one federal policy that has some bearing on the agency’s clientele  
□ Discuss one local, state or federal policy that has undergone recent changes and identify the rationale and implication for changes |       |
| Assess how social welfare and economic policies impact the delivery of and access to social services | □ Discuss the degree of alignment between agency mission and administrative/treatment policies, and external policy  
□ Attend a local government hearing which allocates funds for the agency and discuss experience with supervisor  
□ Discuss with supervisor any potential gap in services or policy and propose possible resolutions |       |
| Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice | □ Interview staff within the agency responsible for policy development and implementation  
□ Participate in a meeting with legislators or policymakers and advocate for client-specific issues  
□ Learn the process of writing a policy brief and present a draft for supervisor |       |

### Comments:

### Competency #6: Engage with Individuals, Families, Groups, Organizations, and Communities
<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
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</table>
| Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies | □ Demonstrate the ability to effectively engage different clients  
□ Discuss at least one social work theory, perspective, or concept and its relevance to understanding or working with the client population  
□ Discuss a concrete example with supervisor how knowledge of HBSE or theoretical frameworks can be used in the engagement process |       |
| Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies | □ Develop a list of strategies or areas for consideration in order to effectively engage the client population  
□ Identify at least one interpersonal skill that the student worker will improve to be more effective at client engagement  
□ Complete process/summary recording after a client interaction and identify examples of active listening, attending, reflective listening, use of empathy etc. |       |

**Comments:**

**Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities**

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested Task(s)</th>
<th>Score</th>
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</table>
| Collect and organize data, and apply critical thinking to interpret information from clients and constituencies | □ Complete agency documentation according to professional standards  
□ Complete a client assessment/interview and summarize personal and professional impressions  
□ Use/design an interview protocol to collect data from a number of clients and summarize the data |       |
| Apply 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 | □ Observe at least three client assessments and process how needs are determined  
□ Demonstrate the ability to use at least two different client assessment tools and identify the strengths and limitations of each  
□ Demonstrate familiarity with at least two theoretical approaches and identify how they are helpful in understanding client development |       |
| Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies | □ Review a previously completed client assessment and discuss your suggestions for alternate intervention goals and objectives (other than those already chosen)  
□ Develop a client care/treatment plan and discuss the rationale for the selection of goals  
□ Demonstrate an ability to work collaboratively with clients to develop goals |
|---|---|
| Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies | □ Identify the difference between evidenced-based intervention strategies and those based on practice wisdom  
□ Demonstrate an ability to incorporate client values and preferences into selection of intervention strategies  
□ Learn one innovative intervention strategy and discuss with supervisor its relevance to the client population |

**Comments:**

**Competency #8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

<table>
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<tr>
<th>Practice Behaviors</th>
<th>Suggested Task(s)</th>
<th>Score</th>
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</table>
| Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies | □ Discuss with supervisor what prevention strategies may be applicable to work with clients to achieve goals and enhance capacities  
□ Develop short and long term goals for clients and provide justification for selected goals and interventions  
□ Review a previously completed intervention plan and discuss suggestions for alternate interventions | |
| Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in | □ Demonstrate familiarity with at least two theoretical approaches and identify one specific intervention for each approach  
□ Identify an intervention that is suggested for a specific type of client and critically discuss its appropriateness for clients served by the agency  
□ Demonstrate an ability to understand the difference between interventions that target individual change versus environmental change | |
<table>
<thead>
<tr>
<th>interventions with clients and constituencies</th>
<th>Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes</th>
<th>Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies</th>
<th>Facilitate effective transitions and endings that advance mutually agreed-on goals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes</td>
<td>Participate in an inter-disciplinary team meeting and discuss observations with supervisor</td>
<td>Participate in an inter-disciplinary team meeting and discuss observations with supervisor</td>
<td>Participate in an inter-disciplinary team meeting and discuss observations with supervisor</td>
</tr>
<tr>
<td></td>
<td>Interview at least one non-social work agency colleague and learn how their role relates to the social worker’s in facilitating client outcomes</td>
<td>Interview at least one non-social work agency colleague and learn how their role relates to the social worker’s in facilitating client outcomes</td>
<td>Interview at least one non-social work agency colleague and learn how their role relates to the social worker’s in facilitating client outcomes</td>
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<tr>
<td></td>
<td>Conduct research on inter-disciplinary teams and discuss the relevance of findings to the agency</td>
<td>Conduct research on inter-disciplinary teams and discuss the relevance of findings to the agency</td>
<td>Conduct research on inter-disciplinary teams and discuss the relevance of findings to the agency</td>
</tr>
<tr>
<td>Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies</td>
<td>Describe concrete examples of advocacy, negotiation or mediation with or for clients</td>
<td>Describe concrete examples of advocacy, negotiation or mediation with or for clients</td>
<td>Describe concrete examples of advocacy, negotiation or mediation with or for clients</td>
</tr>
<tr>
<td></td>
<td>Write a letter or place a phone call on a client’s behalf to secure access to services/support</td>
<td>Write a letter or place a phone call on a client’s behalf to secure access to services/support</td>
<td>Write a letter or place a phone call on a client’s behalf to secure access to services/support</td>
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<tr>
<td></td>
<td>Discuss with supervisor your observations of how diverse clients may have unmet needs and suggest possible solutions</td>
<td>Discuss with supervisor your observations of how diverse clients may have unmet needs and suggest possible solutions</td>
<td>Discuss with supervisor your observations of how diverse clients may have unmet needs and suggest possible solutions</td>
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<tr>
<td>Facilitate effective transitions and endings that advance mutually agreed-on goals</td>
<td>Demonstrate an understanding of how to initiate and end client interactions appropriately</td>
<td>Demonstrate an understanding of how to initiate and end client interactions appropriately</td>
<td>Demonstrate an understanding of how to initiate and end client interactions appropriately</td>
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<tr>
<td></td>
<td>Plan and prepare clients for termination as intervention ends or as the student worker ends placement</td>
<td>Plan and prepare clients for termination as intervention ends or as the student worker ends placement</td>
<td>Plan and prepare clients for termination as intervention ends or as the student worker ends placement</td>
</tr>
<tr>
<td></td>
<td>Document student worker’s emotional responses to transitions and termination and discuss potential impact on clients</td>
<td>Document student worker’s emotional responses to transitions and termination and discuss potential impact on clients</td>
<td>Document student worker’s emotional responses to transitions and termination and discuss potential impact on clients</td>
</tr>
</tbody>
</table>

**Comments:**

**Competency #9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested Task(s)</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Select and use appropriate methods for evaluation of outcomes</td>
<td>Design/select and use a basic pre- and post-test for clients</td>
<td></td>
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<tr>
<td></td>
<td>Discuss with supervisor tools the agency uses to evaluate client outcomes</td>
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<tr>
<td></td>
<td>Discuss with supervisor tools the agency uses to evaluate agency effectiveness and impact</td>
<td></td>
</tr>
<tr>
<td>Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes</td>
<td>Learn about two types of evaluation</td>
<td></td>
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<tr>
<td></td>
<td>Use classroom acquired knowledge on evaluation to design a brief questionnaire to assess an agency program/service</td>
<td></td>
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<tr>
<td></td>
<td>Develop a logic model for a program/the agency</td>
<td></td>
</tr>
</tbody>
</table>
| Critically analyze, monitor, and evaluate intervention and program processes and outcomes | □ Discuss with supervisor the effectiveness of interventions/services provided on at least two cases  
□ Analyze the results from a client satisfaction interview/survey  
□ Demonstrate the ability to monitor and adjust intervention plans due to implementation challenges |
|---|---|
| Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels | □ Interview a relevant staff member about evaluation procedures used by the agency and how data from evaluations are used to improve practice/services  
□ Demonstrate an understanding of how positive individual client outcomes are impactful beyond the micro level  
□ Assist in gathering and analyzing data and/or writing the agency’s monthly/annual report |

**Comments:**

**Overall summary statement of student’s strengths and areas needed for further development.**
Overall Rating (<3 - 5): __________ (based on rating scale on page 1)

<table>
<thead>
<tr>
<th>Signatures Upon Completion of Contract</th>
<th>Signatures Upon Completion of Evaluation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>Student</td>
</tr>
<tr>
<td>Date</td>
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<tr>
<td>Supervisor</td>
<td>Supervisor</td>
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<td>Date</td>
<td>Date</td>
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<tr>
<td>Field Education Coordinator</td>
<td>Field Education Coordinator</td>
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<tr>
<td>Date</td>
<td>Date</td>
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</tbody>
</table>
APPENDIX E

MASW Field Education Contract/Evaluation
Advanced Generalist/Second Year
Wright State University
Department of Social Work

Contract/Evaluation Period: Fall/Spring Semester 201_

| Name of Student: |  |
| Name of Supervisor: |  |
| Agency: |  |
| Address: |  |
| Phone: | Date: | Hours Completed: |

**Directions:** A meaningful performance evaluation must give an accurate description of the student’s performance in carrying out assignments. Ten competencies and 28 practice behaviors guide the expected learning experiences. Please rate the student on the practice behaviors based on the tasks and performance criteria outlined in the Student Field Practicum Contract. You may add tasks as appropriate to your setting that are not listed if the student will be performing those in association with a competency and practice behavior.

| 5.0 = Outstanding | Performance is consistently above expectations |
| 4.5 = Excellent | Performance is often above expectations |
| 4.0 = Above Average | Performance is sometimes above expectations |
| 3.5 = Average | Performance meets expectations |
| 3.0 = Below Average | Performance is below expectations |
| < 3.0 = Fail | Performance does not meet expectations |

Please conclude with a statement summarizing strengths and areas for attention or need for further development.
## Competency #1: Demonstrate ethical and professional behavior

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
</tr>
</thead>
</table>
| Practice self-reflection and continue to address personal biases and dispel myths regarding clients and their communities in order to advance human needs | □ Maintain personal journal/complete logs that address personal biases and/or myths regarding clients and client experiences  
□ Process difficult client experiences and any resulting emotional responses with supervisor, discussing the role of personal values and biases in the process  
□ Discuss with supervisor any perceived biases observed in other workers regarding the client population, processing how these may compare with own values and biases |       |
| Use clinical supervision to negotiate ethical dilemmas and ensure professional boundaries are maintained with clients. (Field Seminar II) | □ Reflect on, and discuss with supervisor potential or real ethical dilemma faced with client and steps taken for resolution  
□ Discuss with supervisor a time the student was able to uphold professional boundaries with a client that was inappropriate  
□ Discuss with supervisor considerations to be made for ethical conduct across micro, mezzo and macro environments |       |

Comments:

## Competency #2: Engage diversity and difference in practice.

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
</tr>
</thead>
</table>
| Analyze the extent to which a culture’s structures and values may oppress, or enhance privilege and power with respect to clients | □ Identify a marginalized group within society and conduct an agency-based study on clients within this group  
□ Discuss with supervisor the effectiveness of the agency’s response to oppressed and marginalized client groups  
□ Identify agency policies that enhance power to oppressed groups |       |
Identify culturally competent, evidence-based practices or policies within the context of client settings

☐ Evaluate and discuss agency’s diversity policy and practices
☐ Interview selected staff and/or clients and compile a list of diverse culturally-specific ideas and practices that may impact client intervention
☐ Conduct agency training or provide education on culturally competent evidence-based practice

Comments:

## Competency #3: Advance human rights, social, economic and environmental justice.

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
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</thead>
</table>
| Engage in interdisciplinary advocacy to promote social and economic justice | ☐ Advocate for clients faced with social and economic disadvantage  
☐ Discuss in a team meeting results of customer surveys detailing the most common complaints |       |
| Teach skills to promote self-sufficiency, self-advocacy, and empowerment within the context of practice and clients’ culture | ☐ Design and implement client empowerment training  
☐ Assess clients for experiences of oppression, discrimination and historical trauma and discuss professional judgments on the impact on self-sufficiency, -advocacy, and empowerment  
☐ Implement individual intervention techniques to target client empowerment |       |

Comments:

## Competency #4: Engage in practice-informed research and research-informed practice.
### Practice Behaviors

<table>
<thead>
<tr>
<th>Evaluate practice with client populations and their communities</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
</tr>
</thead>
</table>
| □ Follow up with clients to ascertain the effectiveness of interventions  
□ Review formal evaluation survey conducted within agency  
□ Conduct an evaluation of a specific area of practice within the agency | | |

<table>
<thead>
<tr>
<th>Distinguish and translate evidence based research and media reporting of social science findings</th>
<th>Suggested/Possible Task(s)</th>
<th>Score</th>
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</thead>
</table>
| □ Discuss limitations of a study reported by media  
□ Discuss how studies are biased to influence consumers  
□ Discuss with supervisor the results of an evidence-based practice | | |

### Comments:

<table>
<thead>
<tr>
<th>Competency #5: Engage in policy practice</th>
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</table>

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested Task(s)</th>
<th>Score</th>
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</table>
| Use social policy analysis as a basis for action and advocacy within the context of service provisions | □ Attend policy meetings/training and discuss experiences and observations with supervisor  
□ Identify area of client need and provide referral/link with services based on provisions in social policy  
□ Critically review existing policy relevant to field of practice and discuss with supervisor the impact of client population | |

<table>
<thead>
<tr>
<th>Apply knowledge of policies effecting and</th>
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<tbody>
<tr>
<td>□ Discuss with supervisor the connection between practice and policy, demonstrating an understanding of how an identified policy is intended to positively impact clients</td>
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</tbody>
</table>
Advancing the overall well-being of clients

- Identify how political ideologies and social values influence policies relevant to the field of practice
- Discuss with supervisor the role of the agency in policy development

Comments:

Competency #6: Engage with individuals, families, groups, organizations and communities

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested Task(s)</th>
<th>Score</th>
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</table>
| Explain the nature, limits, rights and responsibilities of the client who seeks services (Field Seminar II) | Complete a brief summary of ‘typical’ client served by the agency  
Conduct an introductory meeting with a new client, providing explanations of agency purpose, services and client rights and expectations  
Demonstrate appropriate skills in establishing an effective helping relationship with clients | |
| Recognize the unique issues and culture presented by clients | Identify and discuss with supervisor the unique issues faced by selected clients  
Demonstrate an ability to use empathy to engage client | |

Comments:

Competency #7: Assess individuals, families, groups, organizations and communities

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested Task(s)</th>
<th>Score</th>
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</table>
Recognize and assess social support systems and socioeconomic resources specific to client populations and their communities

- Compile a directory of relevant support groups and service providers in the community for client population
- Conduct a needs assessment or focus group to determine clients’ felt needs
- Discuss with supervisor recommendations for support systems not yet provided by agency

Assess coping strategies to reinforce and improve life situations and transitions with clients

- Complete a formal/informal assessment of client coping skills and discuss finding with supervisor
- Develop a list of effective and ineffective coping strategies with clients
- Demonstrate ability to help clients make a link between existing coping strategies and current functioning

Comments:

**Competency #8: Intervene with individuals, families, groups, organizations and communities**

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested Task(s)</th>
<th>Score</th>
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<tbody>
<tr>
<td>Use innovative practice models with clients</td>
<td>□ Evaluate the strengths and weaknesses of at least 2 practice models, examining how they would be differentially applied to the client population&lt;br&gt;□ Teach agency staff a new practice model that has not yet been adopted by the agency, explaining any potential risks and benefits for the client population</td>
<td></td>
</tr>
<tr>
<td>Work on multidisciplinary teams to enhance client outcomes <em>(Field Seminar III)</em></td>
<td>□ Participate in a treatment team meeting to advocate for your client&lt;br&gt;□ Integrate knowledge to inform the intervention process, and share relevant, new knowledge with appropriate agency personnel</td>
<td></td>
</tr>
</tbody>
</table>
### Competency #9: Evaluate with individuals, families, groups, organizations and communities

<table>
<thead>
<tr>
<th>Practice Behaviors</th>
<th>Suggested Task(s)</th>
<th>Score</th>
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</thead>
<tbody>
<tr>
<td>Use evaluation of processes and/or outcomes to develop best practice interventions for clients</td>
<td>☐ Critically analyze, monitor and develop a research design to evaluate interventions&lt;br&gt;☐ Review existing data on best practices related to the field of practice and discuss implications for agency with supervisor</td>
<td></td>
</tr>
<tr>
<td>Use program evaluation data to recommend system change</td>
<td>☐ Use agency SWOT analysis to make recommendations for programmatic and/or organizational change&lt;br&gt;☐ Use outcome measures to recommend change to existing interventions</td>
<td></td>
</tr>
</tbody>
</table>

**Comments:**

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**Overall Rating (< 3.0 – 5): __________**

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**Signatures Upon Completion of Contract**

Student ___________________________ Date _____________

**Signatures Upon Completion of Evaluation**

Student ___________________________ Date _____________
<table>
<thead>
<tr>
<th>Supervisor</th>
<th>Date</th>
<th>Supervisor</th>
<th>Date</th>
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<tbody>
<tr>
<td>Field Coordinator</td>
<td>Date</td>
<td>Field Coordinator</td>
<td>Date</td>
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</table>
Please TYPE responses for #30-33. This page will be forwarded to the agency. Submit the original and a copy.

APPENDIX F

Greater Miami Valley Joint MASW Program
MIAMI UNIVERSITY - WRIGHT STATE UNIVERSITY

STUDENT EVALUATION OF AGENCY
(Completed at the End of Field Placement)

Name ________________________________________________________________

Agency Assigned __________________________________________________________

Time Period for the Practicum _____________________________________________

Please complete the following form. It will be used in making an assessment for agency selection in the future.

Agency

1. Were service/learning experiences provided that allowed you to work with members of various ethnic groups?
   Yes _____    No _____    Uncertain _____

2. Were appropriate supervision and instructional personnel provided to ensure quality service/learning experiences?
   Yes _____    No _____    Uncertain _____

3. Were service/learning experiences provided that ensured direct involvement with clientele in a manner consistent with professional social work development?
   Yes _____    No _____    Uncertain _____

4. Were there adequate space and supplies?
   Yes _____    No _____    Uncertain _____

5. Were opportunities provided to utilize new approaches of social work interventions?
   Yes _____    No _____    Uncertain _____
6. Did the agency provide travel reimbursement for expenses incurred while performing agency business?
   Yes ______  No ______  Uncertain ______

7. Did the agency provide written copies of its rules and regulations?
   Yes ______  No ______  Uncertain ______

8. Did the agency provide easy access to records for learning experiences?
   Yes ______  No ______  Uncertain ______

9. Did the staff reflect the local diversity?
   Yes ______  No ______  Uncertain ______

10. Was the agency and other staff members prepared for the arrival of students?
    Yes ______  No ______  Uncertain ______

11. Were opportunities available for exposure to the total operation and activities of the agency?
    Yes ______  No ______  Uncertain ______

**Supervision**

12. Were there appropriate service/learning experiences?
    Yes ______  No ______  Uncertain ______

13. Were weekly instructional conferences held?
    Yes ______  No ______  Uncertain ______

14. Did you have access to instructional personnel when needed?
    Yes ______  No ______  Uncertain ______

15. Was adequate time allotted for consulting with instructional personnel?
    Yes ______  No ______  Uncertain ______

**Learning Activities**

16. Were there opportunities to learn about the structure of organizations and service delivery systems?
17. Were there opportunities to discuss and/or work toward making necessary organizational change?
   Yes _______  No _______  Uncertain _______

18. Were there opportunities to use theoretical frameworks to understand individual development and behavior across the life span, and the interactions between individuals and among individuals and families, groups, organizations, and communities?
   Yes _______  No _______  Uncertain _______

19. Were there opportunities to apply the knowledge (from textbooks) and skills of generalist social work practice with systems of all sizes?
   Yes _______  No _______  Uncertain _______

20. Were there opportunities to apply the value base of the profession and its ethical standards and principles (SW Code of Ethics), and practice accordingly?
   Yes _______  No _______  Uncertain _______

21. Were there opportunities to evaluate research studies, apply research findings to practice, and evaluate your own practice interventions (applying knowledge from research classes)?
   Yes _______  No _______  Uncertain _______

22. Were there opportunities to describe the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice?
   Yes _______  No _______  Uncertain _______

23. Were there opportunities to use supervision and consultation appropriate to social work practice?
   Yes _______  No _______  Uncertain _______

24. Were there opportunities to learn to write clearly, concisely, and with good grammar, punctuation, and spelling?
   Yes _______  No _______  Uncertain _______

25. Were there opportunities to learn to speak clearly, concisely, and with conviction?
26. Were there opportunities to use communication skills differentially across client populations, colleagues, and communities?

Yes _______   No _______   Uncertain _______

27. Were there opportunities to apply critical thinking skills within the context of professional social work practice?

Yes _______   No _______   Uncertain _______

Impressions

27. How did you perceive yourself at the agency?

Student ___   Visitor ___   Staff ___   Other ___   Uncertain ___

28. How did the agency perceive you?

Student ___   Visitor ___   Staff ___   Other ___   Uncertain ___

29. Were the supervisory sessions beneficial?

Yes _______   No _______   Uncertain _______
30. What would you list as the positive features of the field placement?

31. What would you list as the features of the field placement which should be improved?

32. Would you recommend this agency as a site for future student placements? Why?

33. What recommendations would you make regarding this placement site?

Revised 12/15