

MSW Macro Combined Learning Contract & Evaluations

Placement Information

Student Name:	KU ID Number	Field Instructor Name:	Liaison Name:	Preceptor Name (if applicable):	Agency Name:
Student Name: A. Marsh, Jennifer	KU ID Number: 1234567	Field Instructor Name:	Liaison Name:	Preceptor Name:	Agency Name:

This form will be used for the Learning Contract and Mid-year/Final Evaluations.

Instructions for Completing the Learning Contract

Students: In collaboration with your field instructor, please define at least one activity for each practice behavior.

Field Instructor: Please review, comment and submit.

Liaisons: Please review, comment and submit.

Instructions for Completing Evaluations:

Field Instructors: Please rate your student in comparison to a beginning-level MSW, using the rating scale provided immediately preceding each competency. The 10 Competencies and related practice behaviors on this evaluation were established by the Council on Social Work Education (CSWE), the national accrediting organization for social work education, and the KU School of Social Welfare faculty. You will complete this process at mid-year and at the end of the year.

Students: Please review, comment and submit, both at mid-year and the end of the year.

Liaisons: Please review, comment and submit, both at mid-year and the end of the year.

Rating Scale

N/A = No Assignment/activity to assess practice behavior (mid-year evaluation only)	3 = Dependably implements the basic elements of the practice behavior
1 = Fails to perform the basic elements of this practice behavior	4 = Above average performance of the practice behavior
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Competency 1: Identify as a professional social worker and conduct oneself accordingly.

# Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
1 Prepare for and . advocate for the 1 needs of vulnerable populations.	I will introduce myself to staff and clients including that I am an MSW Social Work Intern. I will prepare for interactions with agency clients by reviewing the client's circumstances with appropriate staff prior to the meeting.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	01 02 03 04 05
1 Identify unique . qualities in 2 professional boundaries when partnering with clients in community practice settings.	I will develop verbal and written communications that are in keeping with the standards set forth by Kansans for Public Education (KPE).	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	01 02 03 04 05
Plan for engaging in lifelong learning to enhance knowledge and skills for work with organizations and communities.	I will attend the monthly KU sponsored Women in Public Policy seminars and will review with my Field Instructor (FI) how to apply seminar content to my advocacy practice.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	0 1 0 2 0 3 0 4 0 5
Demonstrate the ability to receive and assess the impact of supervision and consultation.	I will review and adhere to (KPE) policies and procedures for community organizing. If I perceive that a client or group may by negatively impacted by an agency policy, I will be forthcoming with my FI during supervision.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ 1 ○ 2 ○ 3 ○ 4 ○ 5

Demonstrate the ability to provide and assess the impact of supervision and consultation.	I will be prepared with a list of concerns/successes to discuss in supervision meetings.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	01 02 03 04 05
		Submit Ratings	Submit Ratings
		Comp 1 Rating (average) 0	Comp 1 Rating (average) 0

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Competency 2: Apply social work ethical principles to guide professional practice.

#Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
Demonstrate the ability to apply ethical standards and laws for professional social work practice in work with organizations and communities.	I will reread the NASW Code of Ethics and will pay particular attention to Macro related ethical principles.	O n/a O 1 O 2 O 3 O 4 O 5	0 1 0 2 0 3 0 4 0 5
Recognize the ways in which complex systems can generate conflicting priorities and ambiguities that require professional valuebased judgments.	I will apply the NASW Essential Steps for Ethical Problem-Solving to at least one ethical issue and/or dilemma per semester. I will review this process with my FI.	O n/a O 1 O 2 O 3 O 4 O 5	0102 0304 05
Use strategies and models to resolve ethical conflicts in work with organizations and communities.	When I am working on an issue that not all coalition member organizations & agencies agree on, I will focus on resolving issues utilizing core social work values. I will process this facilitation with both my FI and my Advanced Community & Advocacy Practice professor. I will be able to identify specific values and ethical principles that I applied.	O n/a O 1 O 2 O 3 O 4 O 5	○ 1 ○ 2 ○ 3 ○ 4 ○ 5
		Submit Ratings	Submit Ratings

Comp 2 Rating (average)	Comp 2 Rating (average)
0	0

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Competency 3: Apply critical thinking to inform and communicate professional judgments

7	Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
. 1	Engage diverse constituents in critical community and organizational analysis and problem-solving.	At least twice per semester, I will assist in organizing and attend a KPE Community Outreach Director led Public Educator Panel-Town Hall Meeting. I will reach out to the Kansas National Education Association President for an interview that I will write up for the KPE December newsletter.	O n/a O 1 O 2 O 3 O 4 O 5	0102 0304 05
. N	Use logic, critical thinking, and creativity in written and oral communication with organizations and communities.	I will draft a policy brief on education & collective bargaining in Kansas that will be distributed electronically and as hard copy to legislators and other key stakeholders. I will assist in updating KPE's social media with diverse content and images.	O n/a O 1 O 2 O 3 O 4 O 5	O n/a O 1 O 2 O 3 O 4 O 5
			Submit Ratings	Submit Ratings
			Comp 3 Rating (average) 0	Comp 3 Rating (average) 0

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Competency 4: Engage in diversity and difference in practice

7	Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
1	Perform community needs assessments which are inclusive of issues of class, culture, power and other differences.	I will assist in organizing 2 Public Educator Panel-Town Hall Meeting in rural school districts by the end of my practicum.	O n/a O 1 O 2 O 3 O 4 O 5	O n/a O 1 O 2 O 3 O 4 O 5
2	Gain sufficient self- awareness to eliminate the influence of personal biases and values when engaging in organizing, advocacy, and administration with diverse groups.	I will investigate how the Kansas school-finance formula will impact marginalized students, including students of color, and I will report my findings at a fall staff meeting and on KPE social media.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
3	Continue to learn about, recognize, understand, and communicate the environmental and social contexts that shape realities for different people and groups.	I will investigate how the Kansas school-finance formula will impact marginalized students, including students of color, and I will report my findings at a fall staff meeting and on KPE social media.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5

4 Utilize the strengths of 4 differing life experiences to build inclusive communities and organizations.	I will investigate how the Kansas school-finance formula will impact marginalized students, including students of color, and I will report my findings at a fall staff meeting and on KPE social media. I will assist my FI in drafting talking points related to increasing the overall diversity in the Kansas public education work force.	O n/a O 1 O 2 O 3 O 4 O 5	O n/a O 1 O 2 O 3 O 4 O 5
4 Engage with and . ensure 5 participation of diverse and marginalized community and organizational constituents.	I will assist in organizing 2 Public Educator Panel-Town Hall Meeting in rural school districts by the end of my practicum. I will review KPE forms, webpage and social media and update each with LGBTQ inclusive language.	O n/a O 1 O 2 O 3 O 4 O 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
		Submit Ratings	Submit Ratings
		Comp 4 Rating (average)	Comp 4 Rating (average)

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Competency 5: Advance human rights and social and economic justice

4	Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
5	Advocate for human and civil rights individually and collectively.	In January, I will schedule in-person meetings with key public education allies and opponents in the Kansas Legislature to discuss block grant funding and equity. I will also meet with my KS District Representatives.	O n/a O 1 O 2 O 3 O 4 O 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
5	Engage in advocacy practices that advance social and economic justice in both communities and organizations.	I will assist in organizing 2 Public Educator Panel-Town Hall Meeting in rural school districts. I will investigate how the Kansas school-finance formula will impact marginalized students, including students of color, and I will report my findings at the December staff meeting and on KPE social media.	O n/a O 1 O 2 O 3 O 4 O 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
			Submit Ratings	Submit Ratings
			Comp 5 Rating (average)	Comp 5 Rating (average) 0

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Competency 6: Engage in research-informed practice and practice-informed research				
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#	Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
1	Utilize community and organizational practice experiences to guide scientific inquiry.	I will educate myself about inclusive participatory research practices by discussing approaches with KU Professors in Center on Assets, Education, and Inclusion (AEDI).	O n/a O 1 O 2 O 3 O 4 O 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
6 . 2	Appraise and utilize research to develop and implement community and organizational interventions.	I will assist KPE community partner KNEA in organizing and conducting 3 rural educator focus groups in February. In addition to the readings pertaining to supervision in my course work, I will read two recent peer reviewed articles regarding effective supervision in social work settings. I will share the articles with my FI. I will ask her opinion as to how the research relates to macro practice.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
6 . 3	Advance research that is participatory and inclusive of community and organizational practice constituencies.	I will assist KPE community partner KNEA in organizing and conducting 3 rural educator focus groups in February.	O n/a O 1 O 2 O 3 O 4 O 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
			Submit Ratings	Submit Ratings
			Comp 6 Rating (average) 0	Comp 6 Rating (average)

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Competency 7: Apply knowledge of human behavior and the social environment

7	Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
7	Incorporate a broad understanding of theories of change in planning and developing interventions within communities.	I will apply to practicum work the principles of client-centered performance management that I have newly learned in my fall semester course work. I will discuss at least two examples in my weekly supervision.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
7	Incorporate a broad understanding of theories of change in planning and developing interventions within organizations.	I will assist my FI in creating and analyzing a staff satisfaction survey and along with my FI will present the outcomes to staff by April. We will include elements of the Worker Empowerment Scale in the survey.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
			Submit Ratings	Submit Ratings
			Comp 7 (average)	Comp 7 (average)

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Competency 8: Engage in policy practice to advance social and economic wellbeing and to deliver effective social work services

#Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
Analyze policies by understanding the role of social, economic, and political forces on policy formulation, and the implications for less powerful and oppressed group.	I will review and adhere to (KPE) policies and procedures for community organizing. If I perceive that a client or group may by negatively impacted by an agency policy, I will be forthcoming with my FI during supervision. I will read KPE's current and previous five years' policy platforms. I will review cited material and will formulate related questions to discuss during supervision.	On/a O 1 O 2 O 3 O 4 O 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Actively use policy practice skills to advance policies that improve the effectiveness of social services and the well-being of people, especially the most vulnerable.	At least three times during my practicum, I will staff KPE information booths at a community event- such as festivals and health fairs.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
		Submit Ratings	Submit Ratings
		Comp 8 Rating (average)	Comp 8 Rating (average)
		0	0

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Competency 9: Respond to contexts that shape practice

3	Practice Behaviors	Learning Activities	Mid-year Rating	Final Rating
1	Strategically plan organizational and community change and development in response to changing social, economic, and political conditions.	I will include a KPE performance feedback form at the town halls. I will synthesize the collected information and provide it to my FI. I will work with my FI to share our findings with various community constituents; and where appropriate, I will assist in addressing identified areas needing improvement.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ 1 ○ 2 ○ 3 ○ 4 ○ 5
9 . 72	Provide leadership in organizations and communities for effective, ethical interventions that improve the wellbeing of individuals, families, organizations and communities.	In addition to the readings pertaining to supervision in my course work, I will read two recent peer reviewed articles regarding effective supervision in social work settings. I will share the articles with my FI. I will ask her opinion as to how the research relates to "real world practice".	O n/a O 1 O 2 O 3 O 4 O 5	0102 0304 05
			Submit Rating	Submit Ratings
			Comp 9 Rating (average) 0	Comp 9 Rating (average) 0

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Competency 10a: ENGAGE

Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

# Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
Engage diverse community constituents and seek varied perspectives to prepare for community and organizational needs assessments.	I will engage a diverse collection of community partners to participate in KPE Town Halls by inviting them both electronically and directly (i.e. over the phone or in person).	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
1 Use leadership 0 skills to engage a staff members and to promote 2 organizational diversity.	I will profile a staff member, volunteer, or community constituent on the webpage monthly. I will forward the profile to staff members and key community partners via email. When I am able I will use video.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
1 Use leadership 0 skills to engage a staff members in . order to develop 3 high levels of morale within organizations.	I will profile a staff member, volunteer, or community constituent on the webpage monthly. I will forward the profile to staff members and key community partners via email. When I am able I will use video.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
		Submit Ratings	Submit Ratings
		Comp 10a Rating (average)	Comp 10a Rating (average)

Competency 10b: ASSESS Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

# Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
Assess and analyze client needs by integrating empirical and community data to inform the development of client-focused programs and services.	I will observe informal agency norms that may be strengthening diversity of ideas & creativity in the workplace or conversely hindering them. I will openly discuss my observations with my FI during supervision.	O n/a O 1 O 2 O 3 O 4 O 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Assess and analyze community and organizational capacities, strengths, and needs to support the development of client-focused programs and services.	I will assist my FI in creating and analyzing a staff satisfaction survey and will assist in presenting the outcomes to staff by April. We will include elements of the Worker Empowerment Scale in the survey.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	O n/a O 1 O 2 O 3 O 4 O 5
		Submit Ratings	Submit Ratings
		Comp 10b (average)	Comp 10b (average)

Competency 10c: INTERVENTION

Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

# Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
Intervene with communities and organizations through a variety of models, methods, strategies and tactics identified as appropriate to the context and need for change.	I will engage a diverse collection of community partners to participate in KPE Town Halls by inviting them both electronically and directly (i.e. over the phone or in person). I will assist KPE community partner KNEA in organizing and conducting 3 rural educator focus groups in February.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Develop a program budget that reflects diverse funding sources to meet client needs.	I will assist my FI in drafting a Franklin Public Education Foundation (FPEF) grant. Within the FPFF grant, I will work with my FI to develop a program budget.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
Develop comprehensive program and policy designs that reflect use of the best available research, client feedback, and practitioner wisdom.	I will profile a staff member, volunteer, or community constituent on the webpage monthly. I will forward the profile to staff members and key community partners via email. When I am able I will use video.	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ N/A ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
		Submit Ratings	Submit Ratings
		Comp 10c Rating (average)	Comp 10c Rating (average)

Competency 10d: EVALUATE Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

#	Practice Behaviors	Learning Activities	Mid-year Ratings	Final Ratings
	Evaluate key measurement indicators of program implementation and client outcomes to maintain and improve effective services.	I will use my paper assignment that requires I describe and analyze KPE's financial, informational, and human resource practices. I will share my paper with my FI. I will discuss any areas of concern that may have been identified through my assignment. I will assist my FI in drafting program reports, which include outcome measures, for major funders such as FPEF.	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
0 d	Disseminate outcomes of interventions to help understand when and why interventions hinder or improve human wellbeing.	I will assist my FI in drafting program reports, which include outcome measures, for major funders such as FPEF. I will assist my FI in creating and analyzing a staff satisfaction survey and will assist in presenting the outcomes to staff by April. We will include elements of the Worker Empowerment Scale in the survey.	O n/a O 1 O 2 O 3 O 4 O 5	○ n/a ○ 1 ○ 2 ○ 3 ○ 4 ○ 5
			Submit Ratings	Comp 10d (average)
			Comp 10d (average) 0	Submit Ratings