

Social Work Competencies & Professional Behaviors, Dimensions (BSW)	(Refer to INSTRUCTIONS Tab)	Student	Student	Instructor	Student	Instructor
		Baseline (End of 4th week)	Midpoint (End of 1st Sem.)	Midpoint (End of 1st Sem.)	Endpoint (End of 2nd Sem.)	Endpoint (End of 2nd Sem.)
	X ONGOING Unable to evaluate level of attainment yet.					
	1 LIMITED < 70% of time BEHAVIORS are demonstrated.					
	2 EMERGING 70-80% of time BEHAVIORS are demonstrated.					
	3 CAPABLE 80-90% of time BEHAVIORS are demonstrated.					
	4 STRONG near 100% of time BEHAVIORS are demonstrated.					

COMPETENCY # 1 DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR

1.1 Makes ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making. (K) (CA)	<p><i>Understands the value base of the profession.</i> <i>Understands the profession's ethical standards.</i> <i>Understands relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels.</i> <i>Understand frameworks of ethical decision-making.</i> <i>Understands how to apply principles of critical thinking to those frameworks in practice.</i> <i>Understands how to apply principles of critical thinking to those frameworks in research.</i> <i>Understands how to apply principles of critical thinking to those frameworks in policy arenas.</i></p>	1	2	3	3	3
LEARNING ACTIVITIES	<p>1. (K) Review one out of the six sections of the NASW code of ethics once every two weeks before December 2019, and incorporate that knowledge into practice while also discussing new knowledge pertaining to ethics with my supervisor.(Knowledge)</p> <p>2. (CA) Research current issues and discussions on the NASW website up to 6 times before April 2020, and discuss these issues in field seminar class as well as one-on-one with supervisor.</p>					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful has been able to learn how to make ethical decisions using NASW Code of Ethics and other relevant policies and					
1.2 Uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations (V)	<p><i>Recognizes personal values.</i> <i>Recognizes the distinction between personal and professional values.</i> <i>Understands how their personal experiences influence their professional judgment and behavior.</i> <i>Understands how their affective reactions influence their professional judgment and behavior.</i></p>	2	3	3	4	4
LEARNING ACTIVITIES	<p>1. (V) Spend time thinking about my personal values and discuss every other week a value that is important to myself and how it will impact my practice with supervisor.</p> <p>2. Participate in self-care (meditation, painting, exercising) as necessary throughout internship and discuss why and when I partake with supervisor through April 2020 .</p>					
MIDPOINT COMMENTS	On target					
ENDPOINT COMMENTS	Wonderful has consistently been able to demonstrate professionalism in some challenging settings.					
1.3 Demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication. (S)	<p><i>Understands the profession's history.</i> <i>Understands the profession's mission.</i> <i>Understands the profession's roles.</i> <i>Understands the profession's responsibilities of the profession.</i> <i>Understands the role of other professions when engaged in inter-professional teams.</i> <i>Written, oral, and electronic communication attains a professional standard.</i> <i>Appearance, demeanor, behavior is professional.</i></p>	2	3	3	3	4
LEARNING ACTIVITIES	<p>1. (S) Discuss with other interns an area of positivity or difficulty they had in their day and how they handled it or overcame it at least 3 times a month.</p> <p>2. Participate in at least two events held by Super Duper by April 2020.</p>					
MIDPOINT COMMENTS	On task.					
ENDPOINT COMMENTS	Wonderful has demonstrated professional demeanor in all areas on a consistent basis.					
1.4 Uses technology ethically and appropriately to facilitate practice outcomes; and use supervision and consultation to guide professional judgment and behavior. (S)	<p><i>Recognizes the importance of life-long learning.</i> <i>Uses agency data base effectively.</i> <i>Meets regularly with supervisor.</i></p>	2	3	4	4	4
LEARNING ACTIVITIES	<p>1. (S) Review lesson plans at least once a week every week until April 2020 in Super Duper google docs account in order to be properly prepared for instructing the classroom.</p> <p>2. Using strengths-perspectives when documenting in tevera or via e-mail and improving my writing, speaking, and thinking by increasing</p>					

	and improving my writing, speaking, and thinking by increasing knowledge of terminology, cultural competency, and empowerment models prior to April 2020.					
MIDPOINT COMMENTS	Wonderful has worked diligently to co-lead classes and designed her lesson plans to supplement and complement the lead teacher.					
ENDPOINT COMMENTS	Wonderful has continued to excel at using ethically appropriate practice outcomes.					
1.5 Uses supervision and consultation to guide professional judgement and behavior (CA)	<i>Seeks out supervision as necessary. Arrives at supervision prepared, aware of assistance and input needed.</i>	2	3	3	4	4
LEARNING ACTIVITIES	1. (CA) Engaging with, supporting, and shadowing Ms. Mwonyoni or any other social workers once a week and discussing my involvement during weekly supervision until April 2020. 2. Integrating current and past class materials into practice and assessing personal progress in my journal up to 8 times before December 2019. (Knowledge)					
MIDPOINT COMMENTS	Wonderful has developed a professional and strong relationship with the lead teacher - they work really well together in the classroom which supports student learning and the change					
ENDPOINT COMMENTS	Wonderful has excelled using supervision to grow in her professional judgement.					
Average Score for Competency #1		1.80	2.80	3.20	3.60	3.80
COMPETENCY #2 ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE						
2.1 Applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels (K) (S)	<i>Understands how diversity and difference characterize the human experience and are critical to the formation of identity. Understands how diversity and difference shape the human experience and are critical to the formation of identity. Understands the forms and mechanisms of oppression and discrimination. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Understands that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Understands the forms and mechanisms of oppression and discrimination. Can articulate all of the above understandings effectively.</i>	3	3	3	4	4
LEARNING ACTIVITIES	1. (K) Researching the demographics of the student population at Buchtel CLC, discussing this information and how I relate or differ from the backgrounds of the students with my supervisor, instructor, and other working professionals up to 3 times before December 2019. (Knowledge) 2. (S) Researching services that can provide resources that would be beneficial to Buchtel CLC families as well as encouraging students to bring their families to the Breakfast with Santa event in December. (Skill)					
MIDPOINT COMMENTS	On target					
ENDPOINT COMMENTS	Wonderful has consistently been able to communicate understanding about the diversity among different clients in the					
2.2 Presents themselves as learners and engages clients and constituencies as experts of their own experiences (S)	<i>Recognizes the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power. Observes and interacts with diverse populations to better understand diversity and impact on people's lives.</i>	3	3	3	4	4
LEARNING ACTIVITIES	1. (S) Being aware of times when I feel less competent with a skill and stepping back to educate myself, ask questions, and reflect on those occurrences in my journal, then discussing with my field supervisor or field instructor through the end of second semester. (Skill)					
MIDPOINT COMMENTS	Wonderful does a great job of self reflecting - self-evaluating. She does not hesitate to share experiences and her learning.					
ENDPOINT COMMENTS	Wonderful has been a self-directed learner and utilizes supervision appropriately which is mainly supportive.					
2.3 Applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies (CA) (V)	<i>Understands that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Critically examines own biases and values, recognizing impact on practice.</i>	3	3	3	4	4
LEARNING ACTIVITIES	1. (CA) Writing about any pressing issues or experiences at Super Duper, reflecting upon these entries, and discussing these issues during one-on-one supervision through April 2020 (Cognitive/Affective) 2. (V) Consulting the NASW Code of Ethics as necessary when I face an ethical dilemma and discussing with my supervisor before April 2020.					

MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful has grown in her self-awareness and shows consistent self-regulation of any personal biases					
Average Score for Competency #2		3.00	3.00	3.00	4.00	4.00
Competency #3 Advances Human Rights and Social, Economic, and Environmental Justice						
3.1 Applies their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels (CA) (K)	<i>Understands and describes that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education.</i> <i>Understands and describes the global interconnections of oppression and human rights violations.</i> <i>Knowledgeable about theories of human need and social justice and applies them appropriately.</i>	3	3	3	4	4
LEARNING ACTIVITIES	1. (CA) Observe students behaviors based on their diverse backgrounds and discuss these behaviors during weekly supervision up to 5 times before April 2020. (Cognitive/Affective) 2. (K) Researching diverse populations and how individuals are affected by this diversity and discussing how it can be combated during supervision and in my journal through December 2019.					
MIDPOINT COMMENTS	We discuss student behavior often and Wonderful has instinctual insight into behaviors and how to address/intervene.					
ENDPOINT COMMENTS	Wonderful is able to show understanding of how social justice relates to our clients.					
3.2 Engages in practices that advance social, economic, and environmental justice (V, S)	<i>Committed to advancing social, economic, and environmental justice.</i> <i>Knowledgeable about strategies to promote social and economic justice and human rights.</i> <i>Values, understands and demonstrates strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably.</i> <i>Values, understands, and demonstrates strategies designed to eliminate oppressive structural barriers to ensure that civil, political, environmental, economic, social, and cultural human rights are protected.</i>	2	3	3	4	4
LEARNING ACTIVITIES	1. (V) Attempting to integrate my knowledge of social injustices into my lesson plans at least 3 times before April 2020. 2. (S) Ensure that I am using proper protocol when I observe injustices. (Skill)					
MIDPOINT COMMENTS	Wonderful takes advantage of the modeling of the lead teacher and has structured her own classroom management style which is effective.					
ENDPOINT COMMENTS	Wonderful has done well with engaging practices with clients that advance social justice.					
Average Score for Competency #3		2.50	3.00	3.00	4.00	4.00
Competency #4 Engage in Practice-informed Research and Research-informed Practice						
4.1 Uses practice experience and theory to inform scientific inquiry and research. (CA) (S)	<i>Understands and articulates quantitative research methods in advancing a science of social work and in evaluating their practice.</i> <i>Understands qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice.</i> <i>Demonstrates application of skills and theory to study their own practice.</i>	1	2	2	3	3
LEARNING ACTIVITIES	1. (CA) Referencing current interventions that can be used with clients and develop a chart while discussing this with my supervisor up to 10 times before April 2020. 2. (S) Will review at least one of each (qualitative and quantitative) research methods and share with my supervisor how each could be incorporated into lesson plans prior to December 2019.					
MIDPOINT COMMENTS	On target					
ENDPOINT COMMENTS	Wonderful has demonstrated an ability use practice informed research in practice.					
4.2 Applies critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. (S)	<i>Understands and demonstrates the processes for translating research findings into effective practice and demonstrates research skills successfully.</i>	1	2	2	3	3
LEARNING ACTIVITIES	1. (S) Creating up to 3 Qualitative Survey questions to ask my students with each lesson prior to December 2019. 2. Creating up to 3 Quantitative Survey questions to ask my students prior to April 2020. (Cognitive/Affective)					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful is able to consistently apply her critical thinking analyzing research findings in her practice.					
4.3 Uses and translates research evidence to inform	<i>Understands the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge</i> <i>Understands that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing.</i>					

and improve practice, policy, and service delivery. (K) (V)	<i>Values practice wisdom, empirical knowledge, and client collaboration.</i>	1	2	3	3	4
LEARNING ACTIVITIES	1. (K) Will research the best practices and services regarding diverse populations that our represent our clients and discussing what I find during supervision and/or seminar up to 6 times before April 2020. 2. (V) Integrate what I know and value about social justice and discuss with my supervisor how these values relate to Super Duper.					
MIDPOINT COMMENTS	Wonderful has done well in researching appropriate evidence that could be used with our clients.					
ENDPOINT COMMENTS	Wonderful has done well in being able to indicate best research-informed practices to apply with clients.					
Average Score for Competency #4		1.00	2.00	2.33	3.00	3.33

Competency #5 Engage in Policy Practice

5.1 Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. (K)	<i>Understands the history and current structures of social policies and service. Recognizes and understands the hisWonderfulcal, social, cultural, economic, organizational, environmental, and global influences that affect social policy. Understands that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels.</i>	2	2	2	3	3
LEARNING ACTIVITIES	1. (K) Choose 2 policies from the Super Public Schools Board of Education, and assess how schools approach a topic versus the approach from a social justice perspective. 2. Choose 1 policy from the middle school to incorporate into a lesson for the class to ensure the students understand expectations.					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful has become well versed in the local policies that direct our work					
5.2 Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services (V, CA)	<i>Values social justice. Understands and articulates the role of policy in service delivery. Understands and articulates the role of practice in policy development.</i>	1	2	3	3	4
LEARNING ACTIVITIES	1. (V) Researching how social welfare and economic policies impact the clients and working professionals at Super Duper and discussing the findings with my supervisor or in seminar on an ongoing basis. 2. (CA) Discussing with my supervisor, field instructor, peers, and other working professionals the importance of understanding social and economic policies and their impacts on the social work profession on an ongoing basis.					
MIDPOINT COMMENTS	On target					
ENDPOINT COMMENTS	Wonderful continues to demonstrate the ability to know and apply social policies related to our clients.					
5.3 Applies critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. (S)	<i>Understands their role in policy development and demonstrates implementation within their practice settings at the micro, mezzo, and macro levels. Knowledgeable and demonstrates elements of policy formulation, analysis, implementation, and evaluation. Actively engages in policy practice to effect change within micro, mezzo, and macro settings.</i>	1	2	3	3	4
LEARNING ACTIVITIES	1. (S) Actively listening and communicating with my supervisor, and Ms. Lovely the underlying issues within the classroom, when there is a problem in need of a solution and recording these interactions in my journal up to 5 times before December 2019. 2. Apply classroom and theoretical knowledge to the development of my social work practice.					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Is able to demonstrate critical thinking when working with clients.					
Average Score Competency #5		1.33	2.00	2.67	3.00	3.67

Competency #6 Engages with Individuals, Families, Groups, Organizations, and Communities

6.1. Applies knowledge of human behavior and the social environment, person-in-	<i>Understands that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Understands theories of human behavior and the social environment. Critically evaluates and applies this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and</i>					
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person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies (K, S)	and constituencies, including individuals, families, groups, organizations, and communities. <i>Understands and demonstrates strategies to engage diverse clients and constituencies to advance practice effectiveness.</i>	1	3	3	3	4
LEARNING ACTIVITIES	1. (K) Initiate networking with other systems that impact my work in the schools . 2. (S) Interact and build relationships with students at Super Duper daily in field and discuss interactions with supervisor.					
MIDPOINT COMMENTS	Wonderful is mentoring a high school student and has moved easily from engagement to assessment and now is in the intervention stage as well as continuing to strengthen the relationship.					
ENDPOINT COMMENTS	Wonderful has excelled at the work done with the high school student.					
6.2 Uses empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. (CA) (V)	<i>Understands and articulates how their personal experiences may impact their ability to effectively engage with diverse clients and constituencies.</i> <i>Understands and articulates how their affective reactions may impact their ability to effectively engage with diverse clients and constituencies.</i> <i>Values the importance of human relationships.</i>	3	4	4	4	4
LEARNING ACTIVITIES	1. (CA) Using my values and skills to be focused, empathetic, and reflective of feelings of students during interactions with the students and create a chart reflecting my ability to use empathy and reflection with students and review with my supervisor on a regular basis. 2. (V) Assess my emotions or reactions in my journal, seminar or with supervisor, and combat my biases with facts.					
MIDPOINT COMMENTS	On task.					
ENDPOINT COMMENTS	Wonderful has done well					
Average Score Competency #6		2.00	3.50	3.50	3.50	4.00
Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities						
7.1 Collects and organizes data, and apply critical thinking to interpret information from clients and constituencies (CA)	<i>Understand and describes how their personal experiences may affect their assessment and decision-making.</i> <i>Understands and describes how their affective reactions may affect their assessment and decision-making.</i> <i>Critically evaluates and applies this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities.</i>	1	2	3	3	4
LEARNING ACTIVITIES	1. (CA) Asses student behavior at least once a week and discuss behaviors with supervisor. Then develop an intervention to address the behavior. 2. Intentionally work to strengthen engagement skills.					
MIDPOINT COMMENTS	Wonderful is continuously working to strengthen engagement skills.					
ENDPOINT COMMENTS	Wonderful has done extremely well.					
7.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. (K) (S)	<i>Understands theories of human behavior and the social environment</i> <i>Recognizes and evaluates the implications of the larger practice context in the assessment process.</i>	1	3	3	3	4
LEARNING ACTIVITIES	1. (K) Discuss with supervisor how Super Duper has adapted services to diverse populations and research 4 ways they have adapted services to the changing populations in the school. 2. (S) Seek information from NASW code of ethics, and reflect upon skills and values in relation to the code each week during supervision until April 2020.					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful has demonstrated on a consistent basis the ability to indicate the appropriate use of theoretical frameworks with clients					

COMMENTS		Indicate the appropriate use of theoretical frameworks with clients.				
7.3 Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies (CA)	Understands and describes that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Understands and critically examines methods of assessment with diverse clients and constituencies to advance practice effectiveness.	1	2	3	3	4
LEARNING ACTIVITIES	1. (CA) Discuss with supervisor each month different evidence based interventions and create a checklist of when to apply each until spring of 2020. 2. Assess my skills on assessment in my journal and review with my supervisor at least once a month until December 2019.					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful did well in being able to select appropriate interventions.					
7.4 Selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. (V)	Values the importance of inter-professional collaboration in this process. Is committed to best practice intervention strategies. Is committed to collaboration with clients.	2	2	3	3	4
LEARNING ACTIVITIES	1. (V) Review and research NASW code of ethic values each week and integrate them into practice while also discussing my knowledge in supervision and my journal throughout field. 2. Use strengths perspective with students at Super Duper during each interaction, and ensure using evidence based strategies and discussing with supervisor or in seminar each week until April 2020.					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful has continued to grown in the ability to use appropriate evidence based strategies in assessments of clients.					
Average Score Competency #7		1.25	2.25	3.00	3.00	4.00
COMPETENCY # 8 Intervenes with Individuals, Families, Groups, Organizations, and Communities						
8.1 Critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies. (CA) (S)	Understand and describes methods of identifying evidence-informed interventions to achieve client and constituency goals. Understand and describes methods of analyzing evidence-informed interventions to achieve client and constituency goals. Understands that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Critically evaluates and applies theories of human behavior and social environment to effectively intervene with clients and constituencies.	2	3	4	4	4
LEARNING ACTIVITIES	1. (CA) Prepare lessons each week that will challenge students and broaden their mental capacities. 2. (S) Develop a list of methods that are evidence based and appropriate for client population.					
MIDPOINT COMMENTS	Wonderful has developed lessons that meet expected outcomes - second semester she will tweak lessons from her evaluation of what she can do differently or can supplement with.					
ENDPOINT COMMENTS	Wonderful consistently has demonstrated the ability to use critical thinking to appropriately select correct interventions to use.					
8.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies (K, S)	Understands theories of human behavior and the social environment. Knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Demonstrates skill in application of HBSE and PIE theory during intervention.	1	2	3	3	4
LEARNING ACTIVITIES	1. (K) Enhance my knowledge of human behavior by reading evidence based research to identify different frameworks and use this knowledge in practice while discussing it during supervision. 2. (S) Identify appropriate frameworks to work with clients and and review with supervisor during time at Super Duper.					

	with supervisor during time at Super Duper.					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful has grown in the ability to consistently select appropriate evidence based interventions to use with our clients.					
8.3 Uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes. (S)	<i>Demonstrates effective collaboration during interprofessional teamwork activities.</i>	2	3	3	4	4
LEARNING ACTIVITIES	1. (S) Participate in out of school events, supervisions, and different classroom settings to collaborate on new skills and improving existing skills at least 5 times before December 2019. 2. Collaborate with other professionals in ways to enhance lessons for class each week at least once every two weeks until April 2020.					
MIDPOINT COMMENTS	On Task					
ENDPOINT COMMENTS	Wonderful was an great asset when she participated in inter-professional sessions.					
8.4 Negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies. (S, V)	<i>Demonstrates effectiveness in the roles of mediator and advocate. Values the importance of interprofessional communication in interventions. Demonstrates culturally competent communication skills.</i>	3	3	3	4	4
LEARNING ACTIVITIES	1. (S) Participate in Super Duper group interactions or activities and discuss the interactions with my supervisor up to 5 times before December 2019. 2. (V) Evaluate my skill level by meeting with supervisor weekly through April 2020 in order to maintain competency.					
MIDPOINT COMMENTS	Wonderful is doing well in evaluate ability to advocate for clients.					
ENDPOINT COMMENTS	Great job - she has excelled in this.					
8.5 Facilitates effective transitions and endings. (S)	<i>Recognizes that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration. Demonstrates effective termination, referral and follow-up with clients and others.</i>	3	3	4	4	4
LEARNING ACTIVITIES	1. (S) Participating in and leading group interactions or activities without supervision and discussing these interactions with my supervisor up to 3 times before April 2020. 2. Observe how agency terminates work with clients.					
MIDPOINT COMMENTS	Wonderful moved from learner to leader quickly - she has taken initiative and taken responsibility for her learning.					
ENDPOINT COMMENTS	She has been great and this continued during this semester					
Average Score for COMPETENCY #8		2.20	2.80	3.40	3.80	4.00
COMPETENCY # 9 Evaluates Practice with Individuals, Families, Groups, Organizations, and						
9.1 Selects and uses appropriate methods for evaluation of outcomes. (K) (S)	<i>Understands that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Recognizes and demonstrates the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness.</i>	2	3	3	3	4
LEARNING ACTIVITIES	1. (K) Getting feedback from peers, supervisors, and students on ways to enhance my performance least 5 times before April 2020. 2 (S) Work with supervision to review surveys to evaluate effectiveness of program.					
MIDPOINT COMMENTS	Wonderful has utilized supervision appropriately.					
ENDPOINT COMMENTS	Wonderful has continued to strengthen her ability to evaluate outcomes of clients.					
9.2 Applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies (K, S)	<i>Understands theories of human behavior and the social environment. Critically evaluates and applies theories of human behavior and the social environment in evaluating outcomes.</i>	1	2	2	3	4
	1. (K) Research one theory of human behavior and the social					

LEARNING ACTIVITIES	environment every two months throughout internship. 2. (S) Incorporate framework from one theory of human behavior and the social environment to lessons every two months.					
MIDPOINT COMMENTS	On Task					
ENDPOINT COMMENTS	Wonderful has consistently been able to take a theoretical framework and identify how to apply with our clients.					
9.3 Critically analyzes, monitors, and evaluates intervention and program processes and outcomes. (CA) (V)	<i>Understands qualitative methods for evaluating outcomes.</i> <i>Understands quantitative methods for evaluating outcomes.</i> <i>Values formative and summative assessment processes.</i>	1	2	2	3	3
LEARNING ACTIVITIES	1. (CA) Use tools such as pre-tests and post test in the classroom in order to evaluate and measure students learning. 2. (V) Research the benefits of formative and summative assessment processes throughout time at Super Duper.					
MIDPOINT COMMENTS	On target to finish next semester.					
ENDPOINT COMMENTS	Her work with demonstrating the latest research on interventions has been helpful.					
9.4 Applies evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. (CA)	<i>Understands, discusses, and applies qualitative methods for evaluating practice effectiveness.</i> <i>Understands, discusses, and applies quantitative methods for evaluating practice effectiveness.</i>	1	3	3	3	4
LEARNING ACTIVITIES	1. (CA) Use student, peer, and supervisors feedback and evaluations as an opportunity to improve errors and practice effectiveness. 2. Apply knowledge gained from internship/ school to continuously enhance practice effectiveness at the micro, mezzo, and macro levels.					
MIDPOINT COMMENTS	On task					
ENDPOINT COMMENTS	Wonderful has shown a lot of growth this semester.					
Average Score for COMPETENCY #9		1.25	2.50	2.50	3.00	3.75
Mid-point Grade Recommendation	Midpoint Grade: A: Wonderful has flourished in her work with the 7th grade students! She has provided authentic lessons that open the door for students to learn, grow, and develop a positive and professional relationship with her. She has also developed a strong and very effective relationship with the Lead Teacher - working well to support the class and infusing social emotional learning to help the students develop social competency. She has created and facilitated engaging learning opportunities, worked with individual students to meet assessed needs, and has shown professionalism and confidence in her work. She has also taken on a leadership role with initiative. I am looking forward to the second semester with Wonderful to continue to support her professional growth!					
Liaison Comments on Receipt and Review of Mid-point Grade	<i>Wonderful is doing well and I look forward to seeing the growth in semester two. I concur with the recommended grade.</i>					
Final Grade Recommendation	Final Grade: A: Wonderful has truly made a difference in the lives of the students she worked with this year. When I observed her working with students, the mutual respect was evident as was the trust she had developed with the students who are often very hesitant to trust adults. She utilized well-honed engagement skills, strong assessment skills, and creative and engaging intervention skills. Wonderful made the necessary arrangements to bring in a former University of Akron football player who now is with the Pittsburgh Steelers as a motivational speaker. She knew it would be a good fit as he reached the students on a level that was real and inspiring – excellent addition to our programming! Wonderful strengthened our relationship with the middle school staff with her teamwork, leadership, and her initiative. Wonderful worked independently and I trusted that her work would be mission oriented and it was. She showed great passion, empathy, and focused on what was best for the students. We had planned for her to implement a new program in the month of April, however due to current circumstances, she was not able to implement, however she was able to prepare					
Liaison Comments on Receipt and Review of Final Grade	Wonderful was very invested in learning during this field experience. Great job! I concur with final grade: A.					