PRACTICUM INSTRUCTOR ORIENTATION
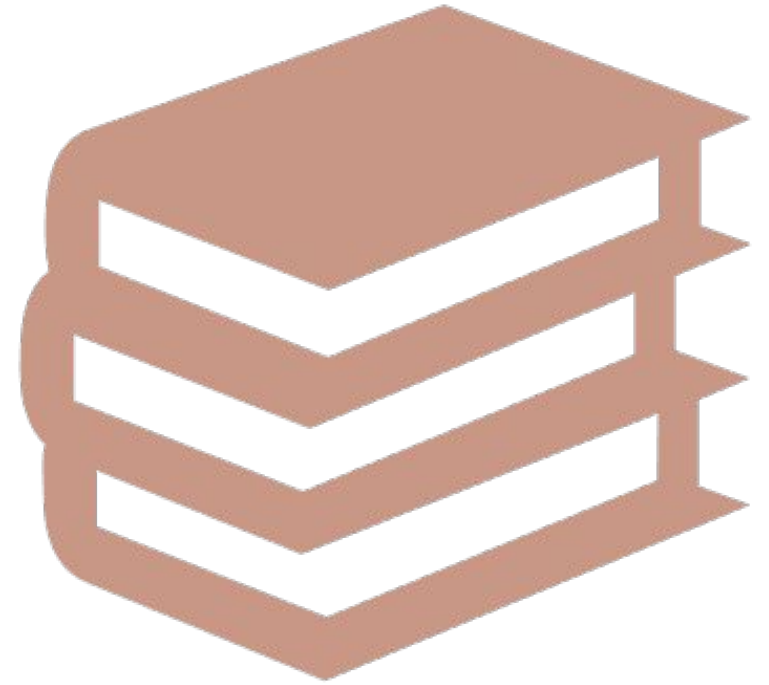
Pacific Lutheran University, Department of Social Work

WELCOME AND INTRODUCTIONS

Overview of the BSW and MSW Social Work Program
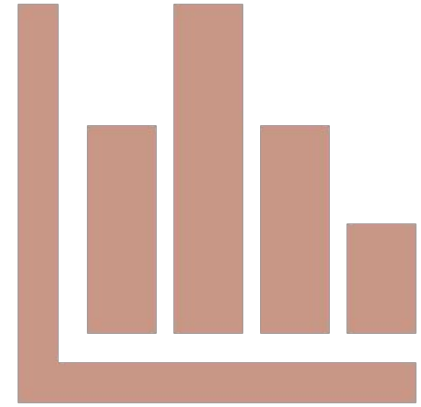
- Faculty

INFORMATION ABOUT MSW PROGRAM

This program has been accredited since 1975

The mission:

Educating caring, skillful generalists to be ethical agents for global and local change

INFORMATION ABOUT MSW PROGRAM

This is the first year!

The mission of the Master's in Social Work Program at Pacific Lutheran University is to prepare skilled, ethical, professional service-oriented leaders and change agents who work toward just, equitable, and empowerment-based service provision, policies, and systems on local and global levels.

Advanced Standing Students

- First cohort of AS are starting internships now
- Regular standing students will start internships in February for their first placement, Sept 2025 for their second placement

BSW Curriculum

Fall
Social Work Practice II: Families and Groups
Practicum Seminar

Social Work Practice III Capstone
4 cr
Practicum Seminar
Spring

MSW Curriculum

- They will have class on wed nights
- Classes are hybrid (In person and additional activities outside of class)
- Most semesters they will have 2 classes
- They are in class all year

Capstone Projects

Changes

BSW Capstone

- PLU's BSW program is changing the capstone assignment to a community service project based at their practicum site
- The goal of this capstone is for students to learn leadership and project implementation while creating a useful resource for their agency

- Beginning in late December students may begin having conversations with you regarding their project ideas that they will complete and present during the Spring semester

BSW Capstone Ideas

Projects can be creative, but they should be designed to integrate agency needs, best practices and current research.

Examples:

- Completing a program evaluation on a service your agency offers
- developing and giving a staff training on a topic that agency employees need or want training on
- developing research-based handouts, fliers or other educational materials for clients or consumers of the agency
- planning and leading a community event on behalf of the agency (a fundraiser, awareness event etc)

Students should be the creative engine for the project and will have a faculty mentor, but they will be required to get agency approval of their ideas.

The best capstones will blend student interests with agency need

MSW Capstone

Clinical Case Conceptualization

- Students will select an individual, family, or group that they have worked with at their practicum site to present about.
- Students will research and present on an evidence based intervention
- They will need help/feedback in choosing an appropriate case to present on

BSW Practicum Education & the Practicum Experience Manual

420 hours for the year

Time Sheet

Suggested Onboarding Activities

MSW Practicum Education & the Practicum Experience Manual

640 hours for the year

Time Sheet

Suggested Onboarding Activities

Practicum Structure and Roles

- Agency Instructor/Supervisor
    - Task Supervisor/Social Work Supervisor
- Faculty Liaison
    - Twice a year field visits
- Practicum Coordinator

The Importance of Supervision

- 1 Hour a week at agency with direct supervisor

  - Can be done in a group setting

- Outside Supervisor 1 hour, twice a month

- On the fly, or unplanned time doesn't count

- Suggested format

Learning Plan and Evaluation

BSW and MSW students will complete a learning plan early in the semester.

- **They need to identity Practicum Activities for each of the nine competencies**
  - **Evidence/Documentation to Demonstrate Completion**

The evaluation will be completed in Qualtrics towards the end of the semester by the students and the supervisor.

Learning Plan

- Link

- It's a working or live document, it can be updated throughout the semester

Evaluations

- Hard copy link
- Qualtrics Survey for end of semester evaluations

Ratings

- They are not the same as grades

- 1-10 Scale

- The fall semester evaluation should not have many if any, Advanced Competence ACA rating of Advanced Competence (AC)

- If a student is receiving Non–sufficient Progress (NP), or Unacceptable Progress (UP) we want to know about it way before the evaluation is due

Evaluation Ratings

AC Advanced Competence – Expertly demonstrates awareness, knowledge, and skills with sufficient mastery to teach others.

C Competence – Consistently demonstrates competence and confidence where this is integrated into their practice.

EC Emerging Competence – Demonstrates beginning knowledge and skills where this is becoming more integrated in the student's practice.

NP Non-sufficient Progress – The student has to consciously work at this area and rarely demonstrates awareness.

UP Unacceptable Progress – The student has not achieved competence despite opportunities, supervision, and feedback.

Things to know about our students

They can be Spicy

- They are passionate about social justice, equity and diversity
- They want to know why they must do/learn something
- They are operating at a high level of stress

Demographics of our students

- Many are first generation college students
- Many are latinx
- They are not rich

Supervision with Social Work Students

Failure to Fail

- Social work tends to, "fail to fail" or avoid providing negative feedback to students that results in students who are not meeting expectations (Finch & Taylor, 2013)

- The reason that we fail to provide negative feedback is avoiding the uncomfortable nature of having a student upset or unclear as to what they are doing wrong

- We want to know right away if you have concerns about a student

Three domains of supervision

1. Administrative
   a. orientation towards agency policy
   b. teaching students to assessment, treatment and intervention
   c. ethical issues
2. Educational
   a. Helps students understand social work philosophy
   b. Helps students bridge the gap between the classroom and the agency
3. Supportive
   a. Focuses on safety and trust that allows students to develop a sense of professional identity

Trust

- The literature on effective supervision indicates that trust plays an important role in a students ability to learn and flourish in a placement.

- Ways to build trust:
    - Open communication, be transparent where you can
    - Seek clarity about the supervisees expectations
    - Admit your mistakes and or areas where you could have improved.

Omeihe (2024)

Feedback

- Only providing positive feedback does not create student learning
- Giving feedback should be systematic, timely, clear, and invite dialogue (Ketner et al., 2017)

Feedback Sandwich

- Complement (what did they do well)
- Constructive feedback (what could have been better)
- Completement again

Facilitate Reflection

The use of reflective questions in supervision or in preparation for supervision is recommended

Suggested format for supervision in manual

Trauma-Informed Supervision

- Safety

- Trustworthiness & Transparency

- Peer Support

- Collaboration & Mutuality

- Empowerment, Voice, and Choice

- Cultural, Historical, and Gender Issues

more information about ?

Questions

What support would you like to have?

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