

SOCIAL WORK PRACTICUM

SEATTLE UNIVERSITY

COLLEGE OF ARTS AND SCIENCES



**PRACTICUM
EDUCATION
MANUAL**

BSW Program

2026 - 2027



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BSW MISSION, VALUES, AND GOALS

BSW PROGRAM MISSION

The mission of the Seattle University (SU) Bachelor of Social Work (BSW) Program is to educate students for social justice-focused and community-based generalist practice social work practice at the BSW level. The Program seeks to advance equity in access to excellent social work generalist practice for historically marginalized populations by preparing competent and effective practitioners who restore, maintain, and enhance human and community well-being with unwavering attention to social and economic justice. The Program is committed to respectful engagement and collaboration with community partners in its scholarship, teaching, and service.

BSW PROGRAM VALUES

The BSW Program adopted as its values the eight core values of the social work profession delineated in the Council on Social Work Education (CSWE) Educational Policy 1.0. Thus, the core values of the SU BSW Program are:

- Service
- Social justice
- The dignity and worth of the person
- The importance of human relationships
- Integrity
- Competence
- Human rights
- Scientific inquiry

BSW PROGRAM GOALS

The Social Work Program's goals and core competencies are derived from its mission and informed by Council on Social Work Education (CSWE) 2022 Educational Policy and Accreditation Standards (EPAS). They specify the intentions of the Program to prepare baccalaureate students with social work knowledge values, skills, and cognitive and affective processes, to work as competent and social justice-focused community-based settings. The BSW Program goals are as follows:

1. Prepare students for competent and effective entry-level generalist-social work practice with varying client systems (i.e., individuals, families, groups, organizations, and communities).
2. Educate students to practice competency with diverse populations.
3. Educate students to effectively promote and advocate for human rights, and social, economic, and environmental justice.
4. Prepare students to apply the values, ethics, and standards of the social work profession into generalist practice.
5. Model ways to improve human and community well-being in evolving contexts through service and leadership.

SECTION 1: PRACTICUM EDUCATION OVERVIEW

PURPOSE OF THE PRACTICUM EDUCATION MANUAL

The Practicum Education Manual outlines the practicum education curriculum and provides guidance on policies and procedures that serve to uphold quality practicum experiences for students in the Seattle University's BSW Program.

The Practicum Education Manual also explains the roles of key members of the Practicum Education team, provides educational resources that are informed by the CSWE 2022 Education Policy and Accreditation Standards, and elucidates the criteria for completing practicum education requirements.

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PRACTICUM EDUCATION STRUCTURE

The Council on Social Work Education (CSWE) determined practicum education to be the signature pedagogy of social work education. It is the central method of instruction that educates students on how to learn, think, perform, and act ethically with integrity as social work practitioners (CSWE, 2022). It is a basic precept of social work education that the interrelated components of **curriculum** and **practicum education** each contribute to student learning and proficiency of the nine CSWE core competencies necessary for practice at the generalist and specialized level.

Practicum education provides synergy of learning by helping students integrate theoretical and practice skill concepts from coursework into real-world applied practice with individuals, families, groups, organizations, and communities. This integration occurs in several ways:

- The BSW curriculum's plan of study organizes undergraduate social work coursework to be taken concurrently with the practicum courses.
- Assignments in practice courses require students to conceptualize, reflect and analyze practice experiences in the practicum based on theoretical and practice skill course content learned in the classroom.
- To ensure appropriate alignment between course content and practicum, practicum instructors receive the Social Work Program's course syllabi every quarter. Conversely, practicum instructors serve as presenters of practice and theory for various social work courses. Practicum instructors also occasionally share their expertise by serving as adjunct instructors of SU's Social Work Program.
- Through the Practicum Seminar, taken in the senior year, students participate in a peer-learning environment that facilitates critical discourses conceptualizing theoretical concepts with the practice experiences in practicum. Assignments in practicum seminars require students to reflect on their practice experiences by applying theoretical concepts to analyze and evaluate the efficacy of their practice.

CSWE CORE COMPETENCIES

The Practicum Education curriculum is informed by the BSW program mission and values as well as the educational standards outlined in the CSWE's [2022 Education Policy and Accreditation Standards](#) (EPAS). This follows an explicit curriculum that is defined as a social work program's formal educational structure comprised of classroom instruction and

practicum education as credit bearing courses required to earn the BSW degree (CSWE, 2022). The educational standards measure learning outcomes, which are achieved through the student's demonstrated proficiency of the nine social work competencies:

1. Demonstrate Ethical and Professional Behavior
2. Advance Human Rights and Social, Racial, Economic, and Environmental Justice
3. Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice
4. Engage in Practice-informed Research and Research-informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, Groups, Organizations, and Communities
7. Assess Individuals, Families, Groups, Organizations, and Communities
8. Intervene with Individuals, Families, Groups, Organizations, and Communities
9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

BSW SENIOR YEAR PRACTICUM LEARNING EXPERIENCES

The BSW senior year practicum prepares students for practice using the person-in-environment theoretical perspective through direct practice with clients and constituents in qualified agency settings. Students learn to identify with the social work profession and apply ethical principles and critical thinking that considers the impact of the social environment on lived experiences of clients and constituents. Students engage in in-person practice using a social justice lens that promotes change and advocacy for human rights and social, economic, and environmental justice at the micro, mezzo, and macro levels.

To promote human and social wellbeing, students in the BSW senior year practicum apply a broad range of prevention and intervention methods through in-person practice with diverse individuals, families, groups, organizations, and communities. The BSW practicum also enables students

to understand social work practice within the contexts social policy and research-informed practice/practice-informed research.

In the BSW Senior year practicum, examples of appropriate in-person practice experiences include, but are not limited to:

- practice with at least three to five clients with individuals, families, and/or groups;
- engagement in the overall management and linkage to collateral resources for client systems served;
- engagement with staff from other disciplines to optimize outcomes for service delivery;
- participate in activities involving program development and/or evaluation through macro practice activities;
- develop an awareness of how social policy and regulatory standards impact how services are provided to clients/constituents served.

Some examples of appropriate Practicum placements that provide in-person practice opportunities at the BSW generalist level include but are not exclusive to settings in child welfare agencies, schools, settlement houses, community-based health services, outpatient substance abuse programs and nursing homes.

PRACTICUM EDUCATION SETTING AND ROLES

Setting

The Practicum Education Program plans, implements, and evaluates the practicum experience for BSW students in the Department of Social Work. The Seattle University Social Work Department partners with and approves agencies who serve marginalized/underrepresented communities. Settings are vetted and approved by the Practicum Director. Agencies are evaluated on:

- 1) Alignment with the BSW Program mission and values
- 2) Effectiveness and safety of the learning environment
- 3) Quality of practicum learning experience and supervision

- 4) Ability to support students in navigating the creation of an education plan that fulfills learning objectives of each of the nine CSWE core competencies

Practicum placements are planned based on a student's progression in the BSW program and the student's career goals. The decision regarding assignment to a practicum agency is made jointly by the agency, Social Work practicum Director, and student.

In-Person or Remote Practice Settings

Practicum placements and activities may be completed in various formats:

- Fully in-person
- Fully Virtual
- Hybrid (a combination of in-person and virtual activities)

In-person practice in practicum is pedagogically the best method for students to develop competency in social work practice with clients and constituents. However, in recognition of the impact of the COVID-19 pandemic on the safety of students, clients, and communities, CSWE has adjusted its requirement for in-person practice. Social work programs may allow students to engage in remote Practicum activities that provide knowledge and skills of social work practice with individuals, families, groups, organizations, and communities. The Practicum Instructor is responsible for ensuring that remote practice activities assigned during any part of the academic year teach students the skills necessary to develop proficiency of the social work competencies at the BSW level of social work practice.

Employment-Based Practicum Placement

The employment-based practicum option that enables students to complete their practicum requirements at their places of employment. To be considered for an employment-based practicum, students must submit a formal proposal. Students considering an employment-based practicum must be employed full-time at a social service agency for at least six months prior to the designated due date of the Work Study proposal. This timeline serves to protect the student's employment status by ensuring enough time has accrued for the satisfactory performance of the employment responsibilities before considering the additional role of student learner within an employment site. The employed social service agency must provide direct practice with clients and/or constituents and provide social work

learning opportunities that align with the Social Work Program's educational standards for BSW practicum. The proposed Practicum Instructor must be different than the student's employment supervisor.

For consideration of an employment-based practicum assignment, students must complete both a practicum application and an employment-based practicum proposal. A completed proposal must be signed by the student, employing supervisor, proposed practicum instructor and agency authorizing official (i.e., President, CEO). The Work Study proposal must outline the following:

- Social work practice learning opportunities at the generalist level of social work practice;
- Distinction between the student's employment responsibilities and practicum learning objectives for the practicum; and
- Identification of a qualified practicum instructor who is different from the student's employment supervisor.

The Social Work Practicum Director reviews and renders a decision regarding approval of a Work Study proposal. If a Work Study proposal is not approved, the student's practicum application will be processed and procedures for assigning a practicum placement for the student will ensue. The guide to apply for a Work Study proposal can be found in the Appendix section of the Practicum Education Manual.

Role of the Practicum Director

The Social Work Practicum Director:

- Develops, instructs, and evaluates the practicum education curriculum for the BSW Program.
- Ensures that the educational standards for practicum education upholds both the mission of the BSW Program and the explicit curricular objectives of the CSWE EPAS.
- Oversees the practicum placement process.
- Recruits and supports the work of the practicum liaisons.
- Works alongside the Department of Social Work's Leadership team which includes the MSW Program Director and the BSW Program Director.

Role of the Practicum Liaison

The Social Work Practicum Liaison are social work professionals who are hired by the department and are selected for their practice experience, knowledge, and skills. They serve as educators of the social work practicum curriculum, and they provide support and instructional guidance to students and practicum instructors.

Practicum Liaisons are required to provide no less than **one site visit per quarter** to ensure that students are provided with the required resources and safe learning environment necessary to achieve practicum learning outcomes. At least one of the three agency site visits must be an in-person site visit with the student and practicum instructor in attendance. The one in-person site visit must occur in Fall or Winter quarter. Students and practicum instructors may contact practicum liaisons at any time to request support or guidance between agency site visits.

Practicum Liaisons are the first point of contact for challenges that emerge in the practicum and can provide the following additional support:

- Offer career guidance.
- Guide the students in the development and review of their educational plans.
- Assist the practicum instructor in the completion of practicum evaluation documents.
- Guide students' and practicum instructor's understanding on social work practice and ethical dilemmas.
- Mediate challenges in practicum by responding in a timely manner to the needs and concerns of students and their practicum instructors. This may include additional meetings throughout the year that require direct intervention.
- Resolve problems impacting students' learning outcomes.
- Assess the quality, effectiveness, and safety of practicum sites and provide recommendations on future sites.
- Answer questions related to policy.
- Assist in the recruitment of new practicum agency sites.

The Practicum Liaison is also responsible for informing the Practicum Director if a student earned their practicum credit by ensuring that all

practicum evaluation paperwork is submitted by students and/or the practicum instructors when due.

Role of the Practicum Instructor

The Practicum Instructor (PI) supports the educational curriculum by providing instruction and supervision to BSW social work students at their assigned agencies. To supervise a BSW student a PI must have earned their **BSW or MSW from a CSWE-accredited social work program** and have a **minimum of two years of post-graduate social work practice experience**. They may be an employee of the designated practicum agency site, a consultant recruited by an agency site to serve in this capacity, or an external social work practitioner approved by SU's Social Work Program.

They support the educational curriculum of the Social Work Program by:

- Providing instruction and supervision to BSW social work students at their agencies.
- Observing and evaluating the student's social work practice skills through verbal and written feedback.
- Tracking and approving the completion of the required practicum hours.
- Supporting students in integrating their practice experience with course content and identifying personal fit within the social work profession.
- Completing, reviewing, and authorizing all practicum evaluation paperwork.

Role of the Task Supervisor

A task supervisor is an employee at the agency where a student is assigned. They do not meet the minimum degree or experiential qualifications of a PI. The task supervisor may provide specified training or assign tasks related to social work services. Not all students will be assigned a task supervisor. However, if assigned, the task supervisor is responsible for reporting student progress to the PI of record and does not have the authority to complete or authorize practicum hours, evaluations, or educational plans.

BSW PRACTICUM CURRICULUM

The BSW degree is a 180-credit program consisting of:

- 70 credits earned in the social work major
- 60 credits in the core undergraduate curriculum
- 30 credits in minor or general electives

Students earn nine of the 70 credits earned in the social work major students at Practicum and in Practicum Seminar. Students must complete the required number of practicum hours and demonstrate mastery of the nine social work competencies to receiving a passing credit in practicum.

Students are required to attend practicum Fall, Winter, and Spring Quarter of their senior year in the BSW program. Students are placed at one site and complete a total of **400 hours** of practicum work over the course of three quarters. The breakdown of the timeline and hours for BSW students are as follows:

Schedule	Practicum Days	Hours Per Week	Hours Per Day	Start Day	End Day
2 days per week	Monday and Wednesdays Fridays are optional based on a student's class schedule	13-14	6.5-7 hours	First day of class each quarter per the SU academic calendar	Last day of class each quarter per the SU academic calendar

BSW Practicum Orientation

Prior to beginning the practicum in the Fall Quarter of the undergraduate senior year, BSW students are required to attend a one-day BSW practicum orientation instructed by the Social Work Practicum Director. The purpose of the orientation is to educate students about the practicum education curriculum and teach beginning practice skills necessary for becoming learners of social work practice. Attendance and participation in the orientation is factored into the final grade for the Fall Quarter and counts toward the required number of practicum hours for the BSW Senior year practicum. After students complete the BSW Practicum Orientation, they begin their practicums and advance to participating in the Practicum Seminar.

BSW Practicum Course Schedule

In the **BSW Senior** year practicum, students learn social work practice skills that prepare them to work with a broad range of clients and constituents (individuals, families and groups, organizations, and communities) at the generalist level. The Practicum Seminar Instructor administers the final grades for BSW seminar and practicum courses. The table below shows the number of courses (totaling 9 credits) that students must register for during their BSW senior practicum year:

Term	Course Name and Number	Required Hours per Quarter	Total Credits
Fall Quarter	Practicum I (SOCW 4510)	150	3 credits
Winter Quarter	Practicum II (SOCW 4520)	150	3 credits
Spring Quarter	Practicum III (SOCW 4530)	150	3 credits

Other BSW practice courses used to connect theoretical and conceptual contributions of course content with practicum are:

Term	Course Name and Number	Course Name and Number	Course Name and Number
Fall	Social Work Research Data Analysis (SOCW 4010)	Practice II: Social Work with Groups (SOCE 4110)	
Winter	Social Work Research Methods (SOCW 4020)	Practice III: Social Work with Organizations and Communities (SOCW 4120)	SOCW Elective or UCOR/Core
Spring	Social Work Research III: Capstone (SOCW 4030)	SOCW Elective or UCOR/Core	

BSW Senior Year Practicum Seminar

In the BSW Senior year, students participate in an integrative practicum seminar, which is taken concurrently with each practicum course. The integrative practicum seminar meets bi-weekly on Thursday mornings each quarter. Attendance to and participation in the practicum seminar is factored into the final grade for each practicum course. To receive credit for each practicum course, all practicum seminar assignments must be completed and approved by the practicum seminar instructor each quarter. The seminar instructor is the instructor of records who administers the final grades for BSW Senior year practicum courses (SOCW 4510, 4520, and 4530).

The key purpose of the practicum seminar is to provide students with a structured forum for support, mutual aid, group supervision, and problem-solving as they progress through their practicums. The pedagogical format of instruction is comprised of peer learning, case presentations, and practice reflections.

Content in the practicum seminar invites students to reflect on their practice in the practicum but does not provide alternative simulations of practice toward practice skill development. Therefore, attendance at the practicum seminar does not count toward the required number of practicum hours for the BSW Senior year practicum. The seminar courses that students must register for in the senior year of the BSW Program are:

Term	Course Name and Number	Total Credits
Fall Quarter	Practicum Seminar (SOCW 4610)	1 credit
Winter Quarter	Practicum Seminar (SOCW 4620)	1 credit
Spring Quarter	Practicum Seminar (SOCW 4630)	1 credit

The grading scale used for the practicum seminar courses is outlined below:

A	94-100	B-	80-83	D+	67-69
A-	90-93	C+	77-79	D	64-66
B+	87-89	C	74-76	D-	60-63
B	84-86	C-	70-73	F	59 or below

SECTION 2: PRACTICUM PLACEMENT PROCESS OVERVIEW

Criteria to Admission to a Practicum Placement

Only students who have met the admissions requirements that are reviewed by the BSW Program Admission Committee and confirm acceptance of candidacy to the BSW Program are eligible for a practicum assignment at Seattle University. The practicum placement process begins in the Winter Quarter of a student's junior year, shortly after BSW candidacy is granted. In addition to acceptance as a BSW candidate, students must meet certain eligibility criteria prior to being allowed to proceed with the practicum placement process. Due to the sequential arrangement of social work courses, students must complete general university requirements, UCOR courses and the following mandatory social work courses prior to beginning the BSW practicum:

- (SOCW 1510) Introduction to Social Work
- (SOCW 2010) Social Justice
- (SOCW 3010) Human Behavior in the Social Work Environment;
- (SOCW 3020) Human Development and Social Work;
- (SOCW 3110) Practice I: Social Work with Individuals and Families.

Students must also meet the following requirements:

- Maintain a cumulative G.P.A. of 2.0 in all social work classes.
- Be prepared to enroll in the second and third practice courses in the senior year of the program, (SOCW 4110) *Social Work with Groups* in the Fall Quarter and (SOCW 4120) *Social Work with Organizations and Communities* in the Winter Quarter.

To prepare for the practicum assignment process, enrolled students are required to complete the following for the Social Work Program:

- Social Work Practicum Application
- An interview with the Social Work Practicum Director
- Signed attestation to adhere to the *NASW Code of Ethics*
- Signed attestation to uphold the *Non-Academic Technical Standards for Social Work Education*
- Criminal background check for the Social Work Program
- An updated resume

Criminal Background Check

We are committed to supporting students with criminal convictions in their academic and professional journeys. Many professionals find that their criminal conviction history makes them uniquely suited to work in the social work field. Please read the following disclaimer on our background check policy:

Practicum Setting Pre-requisite requirements: Most practicum settings require criminal background checks and have additional requirements or pre-requisites such as references, required training, physical exams, medical tests, immunizations, drug screenings, or other requirements particular to the work the student or social worker may be expected to do. Students are required to comply with individual practicum setting requirements prior to the beginning of a placement and are responsible for any associated costs in completing the requirements if not covered by the practicum agency.

Students will have an opportunity to discuss any concerns with the practicum director prior to applying to an agency. We can offer consultation or coaching on how to talk about criminal/legal histories with prospective practicum sites and employers. Additionally, you will be informed if a site requires a background check per their hiring process.

The Seattle University Social Work program does not complete compulsory background checks prior to the start of practicum. However, they may be required by some agencies. Some agencies are precluded by law or practicum setting policy from accepting students with a criminal background history. Additionally, some agencies are unwilling to supervise students with certain criminal charges. The effect of a positive report will vary according to the practicum setting policies and explanation of individual circumstances.

The practicum department makes every possible effort to secure a practicum placement for students. Students need to be further aware that even if they are successful in obtaining a placement and receive an BSW, background check results may limit students' future employment and/or licensure opportunities.

Practicum Placement Process

The Social Work Practicum Director oversees the practicum assignment process for all students beginning the BSW Senior year practicum. This process starts at the end of the student's junior year. Students are not permitted to search independently for practicums. After meeting all admission requirements to SU's BSW Program, students are required to participate in a select number of events provided by the Practicum Education Program in the Winter quarter of the junior year that introduces students to the practicum education curriculum. The events may include:

- An orientation that provides an overview of the practicum placement process;
- A panel of Practicum Instructors who discuss the range of practicums and expectations of student interns;
- A panel of current BSW senior-year students who share their experiences in practicum.

After completing an orientation about the practicum placement process, the student proceeds with the placement process as outlined below.

- 1) The BSW student will complete the BSW Practicum application and related attestation forms.
- 2) Students will review a list of potential site placements and specify their top three choices in the application.
- 3) Students will provide a copy of their updated resume to the Practicum Director.
- 4) The student schedules a meeting with the Practicum Director; the meeting is scheduled within one week of receiving the practicum application and may occur in-person or virtually. The goal of the meeting is to review the placement process, offer feedback on the resume, and discuss additional information potentially not reflected in the application.
- 5) The Social Work Practicum Director and the student work together to determine the official match between the student and the practicum agency.
- 6) The Practicum Director sends the student a notice to the student's SU email address with instructions to schedule a pre-placement interview. Students are not permitted to contact agencies prior to the Social Work Practicum Director's official notification of the determined match.
- 7) When notified of the agency, the student must confirm receipt of the notification via email and contact the agency site to schedule a

preplacement interview within two business days. A student cannot decline an assigned practicum.

- 8) After the preplacement interview, the agency site representative notifies the student and Social Work Practicum Director of the decision regarding acceptance of a practicum placement.
- 9) When the acceptance notification from the agency site is received, the Social Work Practicum Director confirms the decision by sending an official notice, along with other materials to help the student and agency prepare for the practicum.
- 10) If the agency site does not accept the student, the Social Work Practicum Director will schedule a follow up meeting with the student to discuss further options.

Conflicts of Interest

There are some circumstances whereby a student's assignment to a practicum agency site may present a conflict of interest. A conflict of interest is considered a situation that may fundamentally compromise the student's practicum experiences. If it is determined that a conflict of interest exists, a practicum assignment could be made invalid. Such nullification would be granted for situations that occur if the conflict of interest is discovered either prior to the practicum assignment or during a practicum. Students must indicate on the practicum application if any of the potential situations outlined below may present a conflict of interest.

- Students are not permitted to conduct a practicum at an agency site or with a practicum instructor with whom they or a family member had previously received or currently receives services.
- Students must have no prior personal or familial relationship with the practicum instructor.
- Students must notify the PI if assigned to a client(s) at the agency site with whom they had or currently have a personal or familial relationship.
- A student's employment supervisor cannot serve as the student's practicum instructor for their practicum.

The Post Practicum Placement Process

When an agency accepts a student for a practicum assignment, the agency contacts the student and the Social Work Practicum Director of their decision via electronic correspondence. Before practicum begins, the Social Work

Practicum Director sends each agency copies of materials to help prepare for the beginning of the practicum. Materials that are sent to the practicum site may include:

- Practicum Calendar
- Practicum Education Manual
- Registration material for annual New Practicum Instructor Orientation

If a student is not selected by the first assigned practicum placement, the Social Work Practicum Director contacts the student to review the reasons for the agency's decision. The student may be assigned to a second placement if deemed ready for another pre-placement interview.

Students are not permitted to decline an assigned practicum placement.

However, if a student must adjust their plan of study due to residential and/or commuting needs, a formal request can be made to the Social Work Practicum Director for a change of an assigned practicum. The request must be made prior to the beginning of the practicum.

If a student is not selected by two (2) practicum assignments, this will generate a review to evaluate the student's readiness to begin practicum. The student must meet with the Social Work Practicum Director. After the review, the decision regarding assignment to another placement would be one of two options:

- 1) To assign the student to a third practicum agency site for consideration;
or
- 2) Not begin practicum at that time and consider assigning to a placement sometime in the future when the student is determined to be prepared to begin practicum.

If the Social Work Practicum Director approves an assignment to a third placement and the student is not selected, another meeting between the student, Social Work Practicum Director, and BSW Program Director will be held to assess the student's readiness for practicum and progression in the BSW Program.

Criteria for Progressing Practicum

- Students must be in good academic standing to advance through each practicum. Good academic standing is defined as maintaining an overall GPA of 2.0 in the BSW program.
- To satisfactorily complete practicum education coursework, students must complete the required number of hours and satisfactorily achieve competency in all social work practice skills.
- Evaluation of competency is measured in the practicum evaluation. Students must achieve satisfactory ratings (a minimum of “meets expectations”) of all social work competencies outlined in the practicum evaluation instruments.
- With the permission of the Social Work Practicum Director, students may proceed to the next sequence of a practicum if they require additional time to complete practicum hours or meet expectations of all social work competencies. A request for additional time to complete practicum requirements may extend into the summer months. *An extended time in practicum may result in a delay in obtaining degree clearance for graduation.*
- Students cannot advance to the next sequence(s) of a practicum course if a failing grade is received for any previous practicum course.
- Continuance in the Social Work Program is contingent upon students upholding the academic requirements necessary for completion of degree requirements at Seattle University. Applicants must attest to the accuracy and authenticity of all items in their application package. Upon admission, students are expected to adhere to the ethical standards of the [NASW Code of Ethics](#), the Social Work Department's Non-Academic Technical Standards for Social Work Education, Seattle University's [Professional Conduct Policy](#) and the [Code of Student Conduct](#).

Experiential Learning Cloud (Tevera)®

The Social Work Department has adopted the Tevera® platform to help students track the practicum placement process, academic progress in internship, and maintain access to practicum documentation after graduation when having to apply for social work licensure or employment. The streamline monitoring and evaluation processes of Tevera® help students independently monitor progress toward achieving the CSWE social work competencies, while also equipping students with tools and resources for coursework, practicum experience, and post graduate professional endeavors.

Upon the offer of admission and acceptance to the BSW Program, students pay a one-time fee of \$215 (plus an \$8 processing fee for a total of \$223). When a student's account becomes active, they are granted access to practicum education documents necessary to begin the practicum education placement process. Practicum instructors receive access to students' accounts when practicum placements are confirmed. Only the leadership of the Social Work Department, students, and practicum instructors have access to practicum education documents. Tevera® contains the following practicum education and evaluation documents:

- Application forms for Practicum
- Pre-practicum Release forms
- Practicum Log of Hours
- Practicum Evaluations
- Practicum Education Plan forms
- Agency Site Visit forms

Orientations on the access and use of Tevera® are provided by the Social Work Practicum Director to students, practicum instructors, and practicum liaisons.

SECTION 3: PRACTICUM EDUCATION RIGHTS, RESPONSIBILITIES, and RESOURCES

Student Responsibilities

- Students must uphold the Non-Academic Technical Standards for Social Work Education of the Social Work Program.
- Students must abide by the NASW Code of Ethics, specifically ethical responsibility to clients by protecting the privacy and confidentiality of clients (1.07). Students must also learn, understand and abide by the federal law, the [Health Information Portability and Accountability Act of 1996](#) (HIPAA) when engaged in practice with clients and constituents in practicum.
- Students must familiarize themselves with [state](#) and agency policies on mandated reporting. Students are encouraged to talk with their practicum instructors with any questions they may have.
- Students are to conduct themselves professionally when in practicum. Professional behaviors expected in practicum include but are not limited to:
 - 1) reporting to practicum dressed for business that is in accordance with the agency's dress code policy;
 - 2) giving prior notification to the practicum instructor when unable to report to practicum;
 - 3) avoiding dual relationships with agency staff and clients;
 - 4) following protocols for reporting issues in practicum;
 - 5) adhering to agency policies and procedures.
- Standards for meeting practicum requirements include completing the required number of practicum hours per academic year and having demonstrated proficiency of social work competencies. These evaluative measures are implemented through evaluation tools accessed by students and practicum instructors in Experiential Learning Cloud®. Students are responsible for ensuring that all practicum evaluation paperwork necessary to meet these requirements are completed when due.
- The Practicum Calendar provides the official practicum schedule for each academic year. The calendar outlines the official start and end dates of practicum and approved holidays/days off by Seattle University.
- When attending practicum, students should inform practicum instructors about the need to take time off from practicum prior to being absent on a designated practicum day. Arrangements should be

made with the practicum instructor to make up any missed days in practicum.

- Seattle University values and celebrates the diversity of its campus community. The Practicum Education Program respects students' celebration of religious holidays or holy days that align with their faith. If students miss a day of practicum due to a religious observance, they must discuss this with their practicum instructors prior to taking time off. Part of the discussion should include a plan to make up any days missed from practicum.
- Students are responsible for expenses incurred in practicum (criminal background checks, commuting expenses, meals, lodging, etc.).
- Social work services are increasingly delivered through use of various forms of technology. Students are required to discern the ethical use of technology when providing social work services. Students must also consider how they use personal social media platforms, which could be accessible by clients and constituents served in a student's practicum. Students must uphold the ethical principles of the NASW Code of Ethics when using technology for personal and/or practicum business.
- Students should never, under any circumstance, input sensitive client information into an AI application (e.g., upload a case study about a real client to ChatGPT and ask it to output an analysis). That is an ethical violation (breach of confidentiality). The only exception is the use of HIPPA compliant charting software used by a practicum site.

Practicum Instructor Responsibilities

- Practicum instructors (PI) are members of the Practicum Education team. The development of competency of social work practice at the Generalist level of social work education is achieved through the instruction and evaluation provided by social work professionals who serve as educators of practice in the practicum.
- Practicum instructors are required to develop an education plan with their students within two weeks of starting practicum.
- Practicum instructors evaluate students' competency of practice by completing practicum evaluations during the academic year. They are responsible for completing all practicum evaluations when due and should notify their assigned practicum liaison immediately when needing additional time to complete practicum evaluations.
- Practicum instructors must also track students' hours in practicum and sign the official logs of hours for each student supervised when due.
- Practicum instructors must meet certain educational and professional qualifications to supervise students. These criteria include having earned a bachelor's or master's degree in social work from a CSWE-

accredited social work program and having a minimum of two years of post-graduate social work practice experience.

- A practicum instructor may be an employee of the designated practicum agency site, a consultant recruited by an agency site to serve in this capacity, or an external social work practitioner approved by SU's Social Work Program that meets the educational requirements.
- New practicum instructors are required to complete a one-time new PI orientation offered by the Social Work Program. The training prepares new practicum instructors for serving as educators of social work practice in the field and to better understand the Social Work Program's educational standards and requirements for practicum education. Completion of the orientation permits new PIs to obtain continuing education (CE) credits towards social work licensure in Washington State.
- Each student should have at least one hour of supervision with their practicum instructor every week. Multiple students at a practicum placement may participate in group supervision as a supplemental learning experience, but group supervision should not replace the provision of individual supervision of students in practicum. Supervision with the practicum instructor should be provided in addition to students participating in staff meetings, case conferences or treatment team reviews.

Site Responsibilities

- Partnerships for practicum learning may develop either by the practicum site contacting the Social Work Practicum Director or through outreach to practicum sites from the Practicum Education team.

- Practicum agency sites are responsible for securing qualified staff members or designated consultants that meet the qualifications for supervision of student interns.
- Practicum agency sites must also communicate frequently and expeditiously with the Practicum Education Program about organizational changes, changes in PIs, challenges with the practicum, and any other information that would have implications for a sustained practicum learning experience for social work interns.
- To ensure mutual understanding of formal policies and procedures related to practicum, the Social Work Program enters into a formal affiliation agreement with the designated practicum agency site. The official partnership between entities may be obtained by establishing a formal affiliation that is signed by the authorizing official at an agency site and Seattle University.
- Practicum sites will allow its designated practicum instructors the time and access to resources necessary to provide quality supervision of students in practicum. These accommodations will be extended to practicum instructors needing to attend practicum-related programs and events provided by the Practicum Education Program for professional development.

Criteria for Qualified Practicum Sites

- The agency's philosophy of social work service aligns with the Social Work Department's educational curriculum and the National Association of Social Workers (NASW) Code of Ethics.
- Agency administrators and staff demonstrate an understanding of and respect for the ethical practices and values ascribed within the NASW Code of Ethics.
- The Board or governing body of the agency, where applicable, is committed to having social work interns and to its agency undertaking the responsibility of preparing social work students for professional practice.
- The agency is in good standing in the community and satisfactorily meets accreditation standards for its operations, when applicable.
- The agency has a clearly defined role in the community or in the region that addresses, in some capacity, the elimination of various health and social disparities experienced by vulnerable populations.
- The agency and its programmatic objectives are sustainable without reliance on social work interns.
- Social service units that operate in "host" settings, such as hospitals, courts, schools, or other institutions, are integrated in the total operations of the host organization. This means that the institution has

objectives which are consistent with the values of social work practice and that the department or unit has a clearly defined role within the host organization.

- The agency site can provide a qualified practicum instructor. To supervise a BSW student, a qualified practicum instructor must have earned a bachelor's or master's degree in social work from a CSWE-accredited social work program and have a minimum of two years of post-graduate social work practice experience.
- Practicum Instructors can be available on a regular basis throughout the academic year for the instruction of student interns. This includes time necessary for supervision, evaluation of students' progress, selection of assignments and participation in new practicum instructor orientations (when indicated).
- All new Practicum Instructors must attend a Practicum Instructor Orientation, which will be provided by Seattle University's Department of Social Work, before supervising a student intern. On a case-by-case basis, the Practicum Director may accept completion of comparable training to serve as a waiver from this requirement.
- The size, scope and flow of agency activities can expose students to a full range of in-person social work practice experiences (i.e., individuals, organizational, community and social policy). Stand-alone private practices that exclusively offer therapy services to individuals, families and/or groups do not qualify as appropriate practicum placements.
- The selection of learning experiences for students should be based on their educational value, with the basis for determination primarily the educational needs of the student rather than the needs of the agency.
- The agency site understands that students do not have to provide professional references for consideration of internship. Acceptance into Seattle University's social work program indicates qualification for learning social work practice under the supervision of qualified practicum instructors.
- The agency can provide suitable space and operating equipment for students. Operating equipment includes desk space, telephones, office supplies and access to computer equipment and IT networking (when necessary).
- Students are provided notice of clearing and/or onboarding processes necessary for starting practicum at the agency site.
- The agency site can provide students with an orientation of agency operations, including training on safety standards and protocols necessary for engaging in practice in the agency setting.

Practicum Education Program Responsibilities

To ensure adherence to the CSWE 2022 Educational Policy and Accreditation Standards, the Practicum Education Program develops and implements policies and procedures that serve to uphold the quality of students' graduate learning in practicum. The practicum education standards support students and the professional development of practicum instructors.

The Practicum Education Program is responsible for communicating its standards, requirements, and due dates for documentation each academic year to the practicum instructor or designee. Practicum Education team members are responsive to practicum matters in a timely manner and work collaboratively with students and practicum instructors to resolve practicum challenges expeditiously.

The Practicum Education Program is responsible for preparing its practicum instructors for quality supervision of students. These responsibilities will be implemented as follows:

- 1) Students entering practicum should be aware of the professional standards required for developing social work practice skills in practicum.
- 2) The Practicum Education Program will uphold practicum sites' expectations regarding onboarding requirements necessary for students' start of practicum.
- 3) The Practicum Education Program will make every effort to notify practicum instructors in a timely manner of their assigned students. There should be enough time for practicum instructors to interview students, make a final recommendation for placement and prepare students for meeting any necessary requirements prior to starting the practicum.
- 4) The Social Work Program supports the professional development of its practicum instructors. Practicum instructors are eligible for attendance to no cost continuing education trainings offered by the Social Work Program and serving as adjunct instructors of Social Work Department coursework.
- 5) The Practicum Education Program hires practicum liaisons to support practicum instructors in the supervision of students. Practicum liaisons provide guidance on issues related to practicum, support with mediating conflicts experienced in practicum, and assistance in helping practicum instructors evaluate the practice skills of social work students.

Resources for Students

The Practicum Education Program provides the following in support of students' preparation for practicum:

- Orientations on the practicum placement process for each practicum.
- An annual and updated practicum education curriculum.
- Periodic notifications of the practicum education standards.
- Guidance and supportive counsel in preparation for practicum.
- Practicum seminars that support students' applied learning of social work practice in practicum.
- Practicum liaisons to support student learning and practicum challenges.
- Referrals to resources to support students' progression in the BSW program.

Each year, the Practicum Education Program hosts events to prepare graduating students for professional practice. They may include:

- Professional development training
- Career preparation workshops
- Annual Career Roundtable

Resources for Practicum Instructors

The Practicum Education Program is responsible for preparing practicum instructors to supervise its students in practicum. The Program also ensures that practicum instructors meet the required qualifications to serve in this capacity by obtaining a resume. Copies of all practicum instructor resumes are stored and tracked by the Practicum Education Program. The Program also provides the following supports:

- Documents that articulate protocols for preparing students for practicum learning at the undergraduate level.
- An annual training for new practicum instructors. The training is provided for free and provided CE credits toward Washington State social work licensure.
- Free CEU-credit bearing professional development training and workshops for licensure in Washington State.
- Access to the practicum education manual, course syllabi and scholarly readings.
- Education and training on the evaluation of practicum learning in accordance with the CSWE Educational Policy and Accreditation Standards.

Agency Practicum Site Development

The Practicum Education Program ensures that agency sites meet the educational standards of the practicum education curriculum. The Social Work Practicum Director and practicum liaisons conduct agency site visits during the academic year to evaluate the quality of students' learning experiences. The Practicum Education team elicits input from PIs and students. Decisions to continue partnerships with agency sites are determined based on observations from agency site visits and input from students regarding their learning experiences.

The Practicum Education team also actively explores practicum learning opportunities with new agency partners. Recruitment is conducted by the Social Work Practicum Director, practicum liaisons and agencies expressing interest in supervising SU social work interns. The geographic region used for targeted recruitment of practicum agency sites is centered in and surrounding the Puget Sound region of the Pacific Northwest in Washington State. Agencies interested in partnering with SU's Social Work Program are directed to complete a [*Practicum Agency Profile Form*](#), located on the SU Social Work Department's website.

Formal Affiliations with Practicum Sites

Agency sites that meet the requirements to supervise SU's social work students (refer to criteria for qualified practicum sites in section "*Practicum Education – Practicum Site Responsibilities*") must obtain a formal affiliation with Seattle University. Seattle University uses a standard template for affiliation agreements, and the template is given to new practicum sites prior to a student being assigned for practicum. The agreement must be completed and signed by both the agency's authorizing official and Seattle University's Dean of the College of Arts and Sciences before a student can begin practicum at that site. Affiliation agreements remain in effect until the practicum agency site requests to terminate the existing agreement or requests a new agreement. Affiliation agreements are tracked and stored by the Department of Social Work.

The Social Work Practicum Director acts as the liaison between the agency site and SU regarding any negotiations to the terms of any affiliation agreement. Seattle University may consider a contract provided by an agency site. A non-SU agreement must be reviewed and approved by Seattle University's legal counsel before SU can accept such an agreement.

Practicum Advisory Board

Effective integration of academic and practicum curricula is founded on the principle of open, clear, and frequent communication in accordance with the Jesuit mission and commitment to service and social justice. The Practicum Education Program has an established Practicum Advisory Board (PAB) whose mission is to promote excellence in social work practicum education by ensuring that practicum education is integrally linked with the academic curriculum. A primary goal of the Board is to ensure that the Social Work Program's practicum education curriculum adapts and changes to meet emergent needs in the field, thereby ensuring a standard of excellence to help students become competent social work practitioners. Practicum instructors, faculty and appointed student representatives serve as members of the PAB provide respective contexts for the student experience and practice environment.

The Practicum Advisory Board meets three times during the academic year. Appointed BSW student representatives can count the hours volunteered on the PAB toward their total practicum hours during the academic year of service.

Community Advisory Committee

The Social Work Program has a Community Advisory Committee (CAC) that provides community perspectives and education on the social work practice landscape within the surrounding Puget Sound region. Insights from CAC members inform the explicit curriculum by ensuring that coursework and practicum respond to community needs and prepare students for emerging issues in the field of social work. The CAC also reviews and provides feedback on program assessment summaries and plans for improvement. The CAC is comprised of social work faculty, University program and department staff, agency representatives, practicum instructors, alumni, and enrolled social work student representatives.

The Community Advisory Committee meets three times during the academic year. Appointed BSW student representatives can count hours volunteered on the CAC toward their total practicum hours during the academic year of service.

Evaluation of the Practicum Education Program

The evaluation of the practicum setting effectiveness is achieved by collecting and analyzing data on the overall achievement of social work competencies

for students completing practicums each academic year. Informal and formal data collection is completed throughout the year. The mechanisms are utilized to evaluate the student's capacity to meet the 9-CSWE Core Competencies, to obtain effective supervision, and the program's ability to meet safety requirements. It is measured via:

- Quarterly site visits with the practicum liaison
- Quarterly student and PI evaluations that ask the students to reflect on site effectiveness and safety
- The initial site vetting process
- Student reports during practicum seminar
- Quarterly Practicum Advisory Board meetings

Social Work Practicum Director analyzes data and provides an annual report to the Social Work Department. Findings from survey results are used to develop policies, procedures, and activities to improve the learning experiences of students in practicum. Finding may also lead to a temporary removal of a site for a more formal evaluation of effectiveness and safety.

SECTION 4 – SEATTLE UNIVERSITY POLICIES AND STUDENT PROTECTIONS

Non-discrimination Policy

The BSW Program adheres to the following Seattle University non-discrimination policy:

Seattle University does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual orientation, gender identity, political ideology or status as a Vietnam-era or special disabled veteran in the administration of any of its education policies, admission policies, scholarship and loan programs, athletics, and other school-administered policies and programs, or in its employment related policies and practices. In addition, the university does not discriminate based on genetic information in its employment related policies and practices, including coverage under its health benefits program.

To review the full policy, visit [SU Policies](#).

Bias-Related Harassment

Seattle University values and celebrates the diverse backgrounds, cultures, experiences, and perspectives of our community. By encouraging and protecting diversity, we create an environment that promotes freedom of thought and academic excellence.

It is a violation of university policy and SU's Code of Student Conduct to engage in bias-related conduct that has the purpose or effect of unreasonably creating an intimidating, hostile, or offensive educational, living, or working environment. The term "bias-related" conduct refers to language or behaviors that demonstrate bias against persons or groups because of race, color, ethnicity, gender, religion, faith, national origin, political ideology, or sexual orientation. These categories are examples and are not an exhaustive list of attributes or characteristics protected under this policy. A student feeling unsafe or threatened because of bias-related harassment, either in class or in practicum, should always seek help from a member of the university community who is trained and able to assist. Seattle University offers informal and formal procedures for processing and responding to concerns of hostile or unwelcome behavior.

The procedures can be found in the [Code of Student Conduct](#). Experiences of bias-related incidents encountered in practicum should also be reported to the Social Work Practicum Director.

Sexual Harassment Policy

Seattle University seeks to promote and maintain an environment free from harassment of any type. Sexual harassment that is experienced either within the campus environment or in practicums can interfere with a student's academic performance and emotional and physical well-being. Preventing and remedying sexual harassment at Seattle University is essential to ensuring a nondiscriminatory environment in which students can learn. A complete explanation of the Policy and Complaint Procedure Relating to Sexual Harassment is available in the office of the [Dean of Students](#). Sexual harassment experienced in practicum should also be reported to the Social Work Practicum Director.

Sexual Misconduct: Information and Resources

Seattle University affirms respect, responsibility, and care for all persons. Conduct constituting a sexual offense, such as non-consensual sexual intercourse, non-consensual sexual contact, sexual exploitation, or sexual assault is not tolerated. Behavior of this nature, whether within the campus community or practicum, is inconsistent with Seattle University values and is a violation of Seattle University's Code of Student Conduct. Students committing sexual misconduct in any form will be disciplined under the [Code of Student Conduct](#).

For emergency assistance please call (206) 296-5911 to reach our [Department of Public Safety](#) or call 911 to reach Seattle Police.

Students who experience sexual misconduct from any persons at their practicums should notify their practicum liaison and Social Work Practicum Director immediately. All Seattle University faculty and staff are required to report incidents of sexual misconduct to the Title IX Coordinator, a representative of Seattle University who responds to student reports of sexual harassment and misconduct experienced on campus and in practicums.

Seattle University provides resources to assist and support students who experience sexual harassment, sexual assault, domestic violence, dating violence, stalking, or other sexual misconduct, regardless of where or when it

occurs, or by whom. A complete list of resources can be found on the website of the [Dean of Students](#).

BSW PROGRAM - PRACTICUM EDUCATION POLICIES

Attendance Requirements

Students are expected to attend practicum in accordance with the practicum schedule on the Practicum Calendar and agreed-upon days and times arranged with the practicum agency. Attendance requirements include consistent punctuality to practicum. Students are expected to arrive on time each scheduled day of practicum.

If an SU holiday or break falls on a practicum day, students do not have to attend practicum. However, students are required to notify the practicum instructor *prior* to being absent on a designated holiday/break. When having to be absent for another reason on a designated practicum day, students must notify the practicum instructor at least one (1) day prior to the start time of the next practicum day. For example, if a student is ill and unable to attend practicum by 9:00 a.m. on a Wednesday, the practicum instructor should be notified during the daytime hours (i.e., 9:00 a.m.-5:00 p.m.) the Tuesday before. Missed days in practicum must be made up, and students should arrange to make up missed days with their practicum instructors. If the agency site is closed on a designated practicum day (i.e., an agency holiday or inclement weather), students may negotiate making up the time on an alternative day to maintain the schedule for completing the required number of practicum hours.

To track the completion of the required number of practicum hours for each practicum, students are responsible for documenting practicum hours on the Practicum Log of Hours in Tevera® each quarter of the academic year. Both the student and practicum instructor must sign the attendance log at each period of evaluation. It is the student's responsibility to ensure that the signed attendance log of hours is completed and signed when due. The Social Work Practicum Director can request an accounting of practicum hours at any time during the academic year.

BSW students are required to accumulate 400 hours over a duration of no less than 9 months. Students are not permitted to end practicum before the last day of spring quarter even if they have met the minimum hour requirements. Students should work with their PI to reduce their hours if they will be significantly over the 400-hour requirement by the end of spring term.

Banking Hours in Practicum

Students are permitted to bank practicum hours while in practicum. Accruing extra hours in practicum is not a requirement, but an option that enables students to plan for unexpected absences that may occur due to illness, religious observances, or inclement weather during the academic year. The maximum number of practicum hours that can be accrued is outlined below:

BSW Senior Year Practicum - 16 hours

Banked hours should be recorded on the attendance log of hours and must be approved by the practicum instructor. Students can apply accrued hours any time during the Fall, Winter, or Spring quarters. **Note: the number of accrued hours is a maximum for the entire academic year, and students are not permitted to bank additional hours above the maximum number indicated above.** Banked hours cannot be used to end the practicum earlier than the official end date of practicum in Spring quarter.

Practicum Lunch/Breaks

The agency practicum site determines the daily practicum schedule. The practicum instructor should inform students at the beginning of the practicum about the agency's policies regarding lunch and other breaks for employees. Meal breaks do not count towards the minimum number of practicum hours required.

Student Intern Designation

Social work students are classified as student interns. Student interns are required to adhere to all practicum agency policies and procedures and must work to uphold the mission and organizational objectives of the practicum agency site. However, student interns are not considered employees of the practicum agency site. Subsequently, student interns should not be paid hourly compensation for activities performed as part of their practicums. Student interns are not eligible for fringe benefits given to employees and are not eligible for Workers' Compensation for workplace injuries. Students may be paid a stipend per agency intern agreements.

To avoid compromising the practicum experience, offers of employment to students by practicum agency sites during the practicum academic year are discouraged. Student interns cannot independently accept offers of employment by their practicum site without notifying the Social Work Practicum Director. The Social Work Practicum Director has the discretion to discontinue a practicum assignment in cases where students accept offers of

employment by the practicum agency site while also conducting their practicums without prior approval.

Students' Protected Practice in Practicum

Seattle University provides liability insurance for its students conducting practicums. The insurance is in effect only during the term period of the student's practicum experience at the designated agency site. A certificate of insurance may be provided to the agency upon request.

Disability Accommodation Requests for Practicum

Students may request accommodation in practicum based on a diagnosed disability. When completing the practicum application, students should indicate on the practicum application their intent to request disability accommodation for practicum. Students are required to contact Seattle University's [Disability Services](#) to schedule an assessment for accommodations. The Social Work Practicum Director collaborates with Disability Services to evaluate the degree to which an accommodation request may fundamentally alter practicum education standards. Accommodation requests cannot compromise in any way the practicum education standards of the Social Work Program. For physical accommodation requests, every effort is made to identify approved practicum agency sites that can provide the necessary physical access needs of students.

Practicum for International Students

International students may be required to obtain work authorization when assigned to a practicum. Students, whether in the United States on an F1 or J1 Visa, should consult with the [International Student Center](#) about requirements for participation in a practicum in the United States. When a practicum has been assigned to a student coming from another country, the student may need to obtain documentation from the agency stating they have been accepted for a practicum. The Social Work Practicum Director may also provide a written document explaining the role of practicum in a student's graduate education program. The student may use these documents to justify their participation in an internship that is part of their degree program.

Drug Use Policy

Seattle University takes seriously its commitment to provide a drug-and-alcohol-free community. The manufacture, sale, possession, distribution, dispensing, consumption, or use of either alcohol or drugs is subject to

Washington State and federal laws as well as regulations established by university administration. Violations of state or federal law or of any university policy or regulation may result in disciplinary sanctions described under the Code of Student Conduct.

The Practicum Education Program adheres to Seattle University's policies regarding the use of mind-altering substances and the ethical responsibilities of professionals regarding impairment (4.05) in the NASW Code of Ethics (2017). Students must also consult with their placement agency to learn about their agency policies regarding the use of mind-altering substances.

Students who are found in violation of either the University's or the practicum agency's drug use policy may be dismissed from both the placement agency and the BSW Program. If students are not initially dismissed from the BSW Program, but cannot subsequently be placed at another agency, the dismissal process from the BSW Program may proceed. Students have the right to appeal a decision of dismissal as detailed in the [Seattle University Professional conduct: Policy and Appeal Procedures](#).

Confidentiality of Student Academic Information

A student's academic record at Seattle University is protected by the Family Educational Rights and Privacy Act (FERPA). FERPA is a federal law that protects the privacy of students' educational records and establishes rights for students relative to the disclosure of academic records. The faculty and staff of the Social Work Program are bound by the rules of FERPA, as academic information is used to evaluate students' progress in the BSW program. The "faculty and staff" designation for the Social Work Program is extended to the Social Work Practicum Director, practicum liaison, and practicum instructor. Faculty and staff are also required to adhere to the ethical responsibilities to colleagues set forth in the NASW Code of Ethics (2021) regarding confidentiality (2.02) and the ethical responsibilities in practice settings regarding supervision and consultation (3.01).

Life Experience or Previous Work Experience

In adherence to the CSWE EPAS (2022), the Practicum Education Program does not accept or offer credit for life experience or previous work experience to fulfill practicum education requirements.

Safety in Practicum

There are inherent risks associated with providing services in practicum agency settings. Before beginning practicum in the BSW senior year, students are required to read the Social Work Program's *Risk*

Acknowledgement and Release form and sign an attestation statement acknowledging risk associated with agency practice and releasing Seattle University from any liability associated with injuries sustained in the practicum.

The agency should provide security for students in the same way as provided to its employees. Policies and procedures should be placed to protect students from workplace violence, harassment, or situations which are potentially dangerous to students' physical and emotional wellbeing. Students should receive specific orientation of an agency's policies and procedures regarding safety risk assessment and response. Specifically, students should receive guidance for ensuring their safety both within and outside of the agency (i.e., home visits). Generally, students should not be in the agency alone without supervision.

Home visits are an important element of making social work practice accessible, and they should be conducted in adherence with an agency's established safety protocols. The agency and student must always make provisions for safety when conducting home visits. Students are advised not to do home visits alone. However, if required to make home visits without the assistance of agency staff, students must be provided with safety training by the agency site. The Practicum Education Program recommends the following safety considerations for students who will be conducting practicum outside of an agency site:

- a. Make home visits during daytime hours only;
- b. Use only appropriate dress;
- c. Use main streets only to access destinations;
- d. Travel with official agency identification;
- e. Provide notification to agency of home visit dates, time, location, and purpose.

Student Health Emergencies

If a student encounters a health emergency during practicum, the practicum instructor and practicum liaison should be notified immediately. If the practicum liaison is unavailable, students should contact the Social Work Practicum Director. If a health concern or injury results in any suspension of the practicum during the academic year, the Practicum Education Program will collaborate with the student to develop an alternative timeline for completing practicum education requirements.

Medical Liability for Injuries Sustained in Practicum

If injuries occur while at practicum, the cost of medical care is the student's responsibility. Students should immediately notify the Social Work Practicum Director of any injuries sustained while in practicum. Students have the discretion to complete a formal incident report of injuries sustained in practicum (see [Appendix C](#)). The report can be completed and sent to the Social Work Practicum Director. An example of the incident report is in the Appendix section. Students also have the option to obtain medical care through Seattle University's [Student Health Center](#).

Leaves of Absence (Personal and/or Medical Leaves of Absence)

Undergraduate study is very rigorous and can demand a great deal of personal sacrifice. In keeping with its mission, the Social Work Program cares about the overall health and wellbeing of its students. Students may request leaves of absence from school any time during the progression of their academic program; however, they must complete all degree requirements within six years of the first date of enrollment in the BSW program. Students are advised against leaving school without formally notifying school officials. To request a formal leave of absence, students should contact the BSW Program Director.

If a student takes a leave of absence before completing an existing practicum, students must also notify the Social Work Practicum Director, the practicum instructor, and practicum liaison *prior* to taking the leave. Proactive notification of intent to take a leave of absence will ensure that agency sites have time to ensure uninterrupted care to their clients and constituents.

If the practicum is interrupted due to pregnancy (including paternity leave), the Practicum Education Program will work with the student to develop a plan for completing the practicum when the student returns to school. Upon return from a personal/medical leave, a student's ability to return to the same practicum placement will be based on the practicum agency's ability to have the student return at the same status. Depending on the length of the leave, the Social Work Practicum Director may need to assign the student to a new placement. Credit for previous hours accrued at the previous practicum placement will be determined based on review of the student's attendance record and any practicum evaluation paperwork completed at the time of the leave.

Transporting Clients in Personal Vehicles

Students are not advised to transport clients in their personal vehicles. Seattle University does not cover liability insurance for use of students' vehicles while conducting practicum. If the use of a personal vehicle for client transport is a necessary part of practicum activities, students may request that the agency insure their personal vehicles for this purpose or to be allowed access to agency vehicles. If authorized to use agency vehicles during practicum, the student is required to have a current driver's license in their state of permanent residency. If the agency practicum site will not cover the student's vehicle for client transport or will not provide an agency vehicle, students accept total liability for the use of their personal vehicles for client transport. If students do not accept this liability, they may consult with the Social Work Practicum Director to discuss other options for practicum.

Protected Client Information

In accordance with the [NASW Code of Ethics](#), students are required to uphold the ethical responsibilities to clients regarding privacy and confidentiality in practice (1.07). Students should be instructed in practicum about all agency regulatory standards for protecting client confidentiality and other rules regarding the handling of client information. Client information must be protected while in practice and even after the practicum has ended.

Labor Disputes at Practicum Agencies

In cases where there is an anticipated strike or slowdown, agencies must notify Social Work Practicum Director immediately. When agency staff, who would be involved in the supervision of student interns, is involved in a strike against the agency, students are withdrawn from practicum for the duration of the strike or slow down period. Students are not expected to cross picket lines. During an agency strike or slow down, Seattle University assumes neutrality.

The Social Work Practicum Director and practicum liaison will be available for consultation in these instances. If the strike/slow down by agency staff is anticipated to be lengthy, the Practicum Education Program has the discretion to remove its students from the practicum placement and assign them to another practicum placement.

Managing Challenges in Practicum

Students and practicum instructors should do their best to resolve challenges and concerns within their site. The Practicum Liaison is the first point of contact when a student and/or practicum instructor has any concerns

regarding practicum experience that cannot be resolved without mediation. The Practicum Liaison should be contacted immediately. The Practicum Liaison will work with the student and practicum instructor to understand and resolve problems contributing to the quality of students' learning experiences. Timely notification will result in an expeditious response that may avoid a potential disruption to the practicum. Depending on the issue, the practicum liaison may request guidance from the Social Work Practicum Director, who may be asked to intervene in a significant challenge that could jeopardize continuance of the practicum.

Student Self-Termination from Practicum

If a challenge arises in practicum that they cannot resolve within their agency, they must contact their practicum liaison and follow a mediation procedure to avoid disruption at a practicum site. **A student cannot independently leave a practicum.** Independently leaving the practicum without following procedure may result in an inability to be rematched and removal from the BSW program. If a student has ongoing concerns that jeopardize their learning or safety this must be reported to their practicum liaison immediately. The practicum liaison will work with the social work Practicum Director. The practicum director makes the final determination for removal or termination from a site after a formal review (*procedure outlined under the heading "Formal Review Process"*).

Process for Handling Suspension of Practicum

If a student is asked by a practicum agency to leave a placement prior to the official end date of practicum, this is considered a suspension of practicum. When a practicum is suspended, the student and practicum agency site must notify the Practicum Liaison and Social Work Practicum Director immediately.

When a practicum is suspended, a **formal review** takes place to better understand the circumstances surrounding the decision to suspend the practicum. The formal review is conducted by the Practicum Liaison and will be scheduled within one week of official notification by the agency site of the suspension of the practicum. The formal review may be used as an intervention to understand the reason(s) for suspension and work with the practicum instructor to develop a plan that will preserve the practicum.

Following the completion of the formal review process, the practicum liaison writes a report summarizing the review process and its findings. The

practicum liaison only conducts the review process and does not make the final decision regarding a student's status in practicum. During the review process, if the agency site changes course and decides to preserve the practicum for the student, the practicum instructor should revise the education plan to articulate the terms for continuance in practicum for the student. The revised education plan is called a **focused education plan**, and it must be reviewed and signed by the student and practicum instructor.

However, if the agency site maintains its decision to suspend a student's practicum after the formal review process, the practicum liaison must write a report summarizing the outcome of the formal review and send the report to the Social Work Practicum Director. The Social Work Practicum Director notifies the BSW Program Director.

Formal Review Process

Prior to the formal review, the Practicum Liaison must gather all necessary documents for review. The formal review process involves the following:

- Obtain written reports of the practicum experience from the practicum instructor, task supervisor (if indicated) and student.
- Review of practicum documentation that includes the student's education plan, log of hours and any practicum evaluations that were completed prior to the suspension.
- Meet with the student to hear their explanation of the practicum experience. The student may request to meet alone with the practicum liaison. The student may also provide a written report explaining their practicum experience, which will be included in the formal review. Students cannot invite family members or legal counsel to any meetings involved in a formal review of a suspension of practicum.
- Meet with the student and practicum instructor, other agency staff. The practicum liaison may invite the Social Work Practicum Director to attend the meeting.

The Social Work Practicum Director initiates a formal review after obtaining reports from the practicum liaison and practicum instructor. The Social Work Practicum Director reviews all supporting documentation that may be included with the reports. The Social Work Practicum Director may also request an independent meeting with the student before a decision is made and the BSW Program Director is invited to the meeting.

The Social Work Practicum Director makes the decision regarding the student's status in practicum and sends, in writing, the decision to the BSW Program Director, student, and practicum liaison within one week of completing the formal review. Because of the decision implications on a student's ability to continue in the BSW program, every effort is made to

render a decision as soon as possible. The final decision will be one of three options:

1. Assign the student a new practicum within the current academic year if spots are available.
2. Agree to assign the student to a new practicum, but at a period in the future after the student has met certain practicum readiness requirements. This decision may delay the completion of practicum requirements, as well as BSW degree requirements.
3. To not assign the student to another practicum and fail the student for the practicum course. This decision may result in the student not being able to progress in the BSW program.

To appeal a decision regarding suspension of a practicum, the student may follow the policy and procedures outlined in the BSW Handbook regarding *Probation, Repeating a Course, Suspension or Dismissal from the BSW Program*.

SECTION 5 –EDUCATION TOOLS FOR PRACTICE SKILL DEVELOPMENT

Education Plan

The education plan is an individualized learning plan for the student's practicum and is developed mutually between the student and Practicum Instructor within the first two weeks of the practicum. The purpose of the education plan is to identify key learning objectives that will contribute to the student's achievement of the social work competencies over the course of the practicum. The education plan outlines specific tasks, volume of work, and level of engagement within the organizational structure. These details outline the various mechanisms for which students will learn and develop knowledge and skills of social work practice.

The education plan is a working document that should be reviewed regularly and revised to support the student's achievement of social work competencies. The Practicum Instructor is responsible for selecting cases, projects, and other learning activities appropriate for the BSW practicum level. The student's learning style and practicum instructor's teaching style should be considered and discussed as part of the early phase of supervisory relationship-building. The education plan is a form found in Tevera®, and both the student and Practicum Instructor must sign the education plan. An example of a standard education plan can be found in the Appendix.

Focused Education Plan

During the practicum, the practicum instructor may determine that the student is having difficulty developing knowledge and skills of social work practice during the practicum. If a student is underperforming in a way that impacts the timing for achieving competency of practice, the practicum instructor may implement a **Focused Education Plan**. A focused education plan outlines specific skills and performance areas that need improvement, while also identifying action steps to improve skills. A focused education plan should indicate a timeline, with a specific due date, for when skills will be re-evaluated. The tool also puts the student on formal notice that there are concerns regarding his/her progress practicum. The practicum instructor must notify the assigned practicum liaison immediately about performance concerns, and the practicum liaison supports the development and implementation of the focused education plan.

The need for a focused education plan should be determined early within the practicum to allow the student time to improve upon identified performance areas. For example, practicum instructors should assess a student's progress in time to discuss with Practicum Liaisons at scheduled agency site visits every quarter.

When a focused education plan is completed, the student, practicum instructor and practicum liaison should review and sign the document. A copy of the plan should be given to the student, and copies should be kept on file by the practicum liaison and practicum instructor. At the designated period outlined in the plan, the Practicum Instructor should meet with the student to provide a progress report of the specific performance areas in the plan. The practicum instructor should maintain a written summary of every intervention used to help the student improve their performance and practice skills. The focused education plan is not a form in Tevera®. A template of the form can be found in the Appendix G but can also be obtained from the practicum liaison.

Supervision

Supervision is central to evaluating students' competencies of social work practice. Through supervision, students demonstrate and articulate knowledge and skills of social work practice. Supervision is also key to helping students integrate their values and determine their personal fit within the social work profession. It is one of the key learning tools that engages students in personal reflection of their practice. Through this reflection, students are encouraged to identify strategies for continued professional growth. To achieve these aims, students should have one-hour of individual supervision per week. Students are advised to come to supervision with an agenda listing questions, learned skills, and requests for resources. Students are expected to contribute to supervision meetings articulating skills and knowledge of practice.

Practicum Instructors may also contribute to developing the weekly agenda for supervision. Documentation of student learning, performance concerns, and the status of achieving learning objectives in the educational plan should be assessed in weekly supervision.

Progress should be tracked and documented by Practicum Instructors. Documented supervisory notes should include dates and describe constructive feedback provided, along with suggestions for performance improvement. Practicum Instructors should also document students' abilities to incorporate constructive feedback for performance improvement and skill

deficits that have been resolved or require additional time and intervention processes (i.e., focused education plan). Documentation of problem areas is especially important if performance does not improve, and students are subsequently asked to leave their practicum placements.

Group supervision is permitted when multiple students are interning at a practicum site. However, group supervision should serve as a supplemental learning tool for knowledge and skill development, not a replacement for individual supervision.

Process Recordings

The process recording exercise is an essential tool for a student's development of cognitive and affective processes necessary for developing competency of social work practice. Through process recordings, students develop clinical processes for measuring practice skills through reflection on their specific activities, personal thoughts about their practice and practicum instructors to make adequate educational assessments of their students' progress. A template of the process recording format and example can be found in the Appendix.

The following is a suggested outline for process recordings:

1. A statement describing the purpose of the session.
2. Client description, including appearance, characteristics, and affect (no specific identifiers).
3. Content that lists the verbatim exchange between the student and client during the beginning, middle and/or end of a session.
4. Observation and analysis of the interaction between the client and student intern.
5. Identification of the social work skills used during the session.
6. Student's reflection of personal feelings, values, and reactions to interactions with the client.
7. General observations and impressions based on data gained from the session.
8. Questions for the practicum instructor.

In the BSW Senior year practicum, students are required to do process recording assignments for the integrative practicum seminar. A template of the Process Recording format and sample can be found in the [Appendix H](#).

EVALUATION AND GRADING

As indicated by the Council on Social Work Education, competence of social work practice is evaluated based on students' ability to apply and integrate

knowledge, values, skills, and cognitive and affective processes in all practice situations (CSWE, 2022). There are nine social work competencies that undergird these criteria within social work education. Students are required to demonstrate satisfactory achievement of all nine social work competencies for the BSW practicum. The social work competencies are listed below:

1. Demonstrate Ethical and Professional Behavior
2. Advance Human Rights and Social, Economic, and Environmental Justice
3. Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice
4. Engage in Practice-informed Research and Research-informed Practice
5. Engage in Policy Practice
6. Engage with Individuals, Families, Groups, Organizations, and Communities
7. Assess Individuals, Families, Groups, Organizations, and Communities
8. Intervene with Individuals, Families, Groups, Organizations, and Communities
9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Assessment of students' competencies are achieved through three key mechanisms:

- 1) Completion of the required number of hours of field practice; and
- 2) Overall satisfactory achievement "meets expectations" of all social work competencies; and
- 3) Passing each of the required practicum seminar courses.

Student and Practicum Instructor Evaluations

To verify completion of the required number of practicum hours, students are required to track hours in practicum on the **Practicum Log of Hours**. The practicum log of hours form must document an accurate number of hours completed by the student each quarter. At the end of each quarter, the completed practicum log of hours form must be signed by both the student and Practicum Instructor.

Evaluation of competency of practice is measured in three evaluation periods during the academic year, one for each quarter (Fall, Winter, and Spring). BSW students complete a self-evaluation in addition to their practicum instructors completing an evaluation. The two evaluation forms used for the BSW year practicum are the *BSW Quarterly Evaluation* and the *BSW Student*

Self-Assessment. The table below shows all evaluation forms and the Practicum Log of Hours form, which are accessible in Tevera®.

Program Type	Evaluation Forms Completed Each Quarter
BSW Practicum	Practicum Log of Hours BSW PI Quarterly Evaluation BSW Self Evaluation

The evaluation form lists the nine social work competencies, which indicate specific practice behaviors that illustrate how each competency is measured. The observable practice behaviors and corresponding competencies remain constant for the entire practicum. However, the learning activities can change. It is recognized that student learning in the practicum is highly developmental and that the longer the student has contact and experience at the agency the more their knowledge and skills will develop.

All practicum evaluation documents can be accessed and reviewed by students, practicum instructors, practicum liaisons, the Social Work Practicum Director, and administrative staff in the BSW program. Students can access practicum evaluation documents in Tevera® after graduation. After graduation, students can sign into their Tevera® accounts to retrieve their practicum evaluation documents and/or confirmation of the completion of practicum.

During the first two quarters of the academic year (Fall and Winter), students may have overall ratings of 2 or better, indicating that they are in the process of meeting expectations of all nine of the social work competencies by the end of the academic year. Therefore, ratings of N/O are permitted during this time if the education plan indicates future opportunities for students to engage in social work practice activities that will support their achievement of the nine social work competencies by the end of the academic year. **The evaluations of the first two quarters are formative and should never be a surprise to the student. Practicum instructors are responsible for ongoing verbal feedback given to the student in supervision.**

By the final practicum evaluation period (Spring Quarter), students must have ratings of 1-4 for all nine social work competencies. To successfully complete each practicum (i.e., earning a final grade of Credit “CR” by the third and final evaluation period), the final practicum evaluation for each practicum that is completed by the Practicum Instructor must calculate an overall average of 3, “Meets Expectations” for all nine of the social work competency ratings. An overall average that calculates to less than 3, “meets expectations” by the third evaluation period will result in a student failing the practicum course. Failure of the practicum course may result in a student

having to complete a new practicum (in part or in its entirety) at a different agency site. Failure of practicum may result in an adjustment to a student's BSW plan of study and subsequent delay in completing graduation requirements.

The students' self-assessment allows students to reflect on their own growth and to assist the Practicum Instructor in determining learning activities for the next quarter. The practicum instructor's assessment is the official measure of the student's competency of practice and is used to determine the final grade for the practicum course each quarter. The completion of both forms of assessment are required (student and PI) for final grading. Both forms of assessment must be reviewed with the student and signed by both the student and practicum instructor.

Academic Integrity

Practicum log of hours and evaluations are documents that are part of a student's academic record. Misrepresenting one's academic work by falsifying practicum hours on a practicum log of hours form constitutes academic fraud, which is a violation of Seattle University's [Academic Integrity Policy](#).

Directions for Completing Practicum Assessments

The assigned Practicum Instructor is given access to Tevera®, the practicum education data management system that has all practicum evaluation documents. Evaluation ratings and summary reports are entered into the system for each evaluation period. Instructions for accessing Tevera® are given to the practicum instructor prior to the due date of each practicum evaluation.

For each evaluation period, the practicum instructor uses the evaluation rubric below to rate each student on every practice behavior. The rating is based on the practicum instructor's assessment of the student's observed performance in practicum.

1	2	3	4	N/O
Unsatisfactory	In Process	Meets Expectations	Exceeds Expectations	No Opportunity Provided or No Opportunity to Observe

1 = Unsatisfactory: Student's performance has not met expectations. The student does not demonstrate the knowledge, skills, values, or cognitive or

affective processes to complete observable practice behaviors. The student has not displayed sustained changes in performance despite corrective action requested within supervision.

2 = In Process: Student's performance requires a high degree of supervision and direction. The student does show ability to improve progress and performance with continued supervision. The student marginally or inconsistently demonstrates the knowledge, skills, values, and cognitive and affective processes to complete observable learning activities.

3 = Meets Expectations: Student's performance meets expectations for generalist practice in the BSW Senior year practicum. The student demonstrates the knowledge, skills, values, and cognitive and affective processes to complete the observable practice behaviors, and from these, the competencies. The student consistently and actively participates in and utilizes supervision for enhanced practice. The student is beginning to demonstrate independence in their practicum work.

4 = Exceeds Expectations: Student's performance consistently and strongly exceeds expectations. Student demonstrates strong knowledge, skills, values, and cognitive and affective processes that illustrate mastery of the competencies through completed learning activities and observable practice behaviors. The student can work independently, actively participates in, and brings questions to, supervision sessions, and uses supervision to enhance practice and professional development.

N/O = No Opportunity Provided or No Opportunity to Observe: At the time of the evaluation a student may not have had the opportunity to demonstrate competency of an observable practice behavior. It is expected that the student will be accomplished by the end of the practicum experience, when the practicum is completed, and before the summative evaluation is completed.

Practicum Instructors and students are required to write narrative comments to justify the Likert rating given to the student, especially if a student receives a rating of "unsatisfactory-1," "in process-2," or "exceeds-4." The practicum liaison should be notified immediately if the rating is unsatisfactory.

Practicum instructors and students are required to write narrative comments. Narrative Comments should explain when the observable behaviors were seen and in what context. The comments should also briefly describe the relevant learning activities.

Guidance for Evaluating Students' Practice Skills

1. Practicum instructors should communicate with students their philosophies and practices for evaluating competency of practice. For example, if it is customary for a practicum instructor to assign ratings of “in-process” during the first and second evaluation periods and students should be informed of this philosophy early in the practicum.
2. By the end of the Fall Quarter evaluation period, the student may be competent in some areas, but some areas of practice may still be in the process of developing competency. By this time, if the student does not appear to be on track to develop competency of practice by the final evaluation period, the practicum instructor should contact the practicum liaison for consultation.
3. Practicum instructors are strongly encouraged to provide written comments with each rating to help the student understand how their progress is being measured, along with explaining a plan for achieving competence of social work practice by the final evaluation period. Spaces for documenting required comments are included after each social work competency rating.
4. By the final (third) evaluation period, the student is expected to demonstrate overall proficiency of each social work competency that is evaluated. To successfully earn credit for the practicum (Generalist or Specialized Practice), by the final evaluation period (Spring Quarter) the overall rating for all nine of the social work competencies must be a 3 or higher (“meets expectations”). At the end of the competency ratings, the practicum instructor is asked to provide an overall rating on a scale of 1-4 (1-Unsatisfactory; 2-In-process; 3-Meets expectations; 4-Exceeds expectations) of the student’s overall performance in practicum.

There should be no overall ratings of “N/O” at the final evaluation period.

Grading Practicum and Practicum Seminar Courses

Practicum is a year-long course and is graded on a Credit (CR) or Fail (F) grading scale for all three quarters of the academic year. To successfully pass Practicum courses each quarter, students must earn a grade of CR.

Incomplete in the Practicum Course

An “incomplete,” indicated by issuing a grade of “No Grade” (N) is available in exceptional circumstances. For example, if students cannot complete the practicum hours during a registered quarter, they may be able to continue in the practicum placement and complete the required hours at the beginning

of the next quarter. Also, a student may need additional time to meet expectations of the practice behaviors of all social work competencies. Under these circumstances (which require prior approval from the Social Work Practicum Director), students may temporarily receive a grade of “N”. A written plan for completion of the hours or requisite competency requirements must be presented prior to the end of the quarter. Once the missing work and/or hours are completed the seminar instructor or Social Work Practicum Director (whoever is the instructor of record) will issue a grade change to “CR.”

Withdrawal from a practicum course requires withdrawal from the linked practicum seminar course. With the approval of the BSW Program director, a student may be permitted to register for the other required courses offered in the designated term.

Incomplete in the Practicum Seminar Course

For the BSW Senior year practicum seminar, the instructor may allow students to receive an “Incomplete” (I) grade to allow time to complete required assignments. Under these circumstances (which must receive prior approval from the practicum seminar instructor), students may receive a grade of “I”, pending completion of course requirements. Once the course requirements have been completed, the seminar instructor will issue a grade change on a scale of A-F. To assign a grade of “I” for the practicum seminar course, the instructor completes an *Incomplete Grade Form* and sends a copy of the form to SU’s Registrar’s Office and to the student.

Implications for Failing Practicum or Practicum Seminar

If a student receives a failing grade in any of the practicum and/or practicum seminar courses, the student may not be allowed to register for the next sequence of the corresponding courses in that academic year. The student will be required to meet with the BSW Program Director. Coursework in the BSW program is sequential, which means that students may not register for certain courses without completing practicum requirements. Also, certain courses are only offered once per academic year. As a result, a failing grade in practicum and/or practicum seminar may require a student to repeat the practicum courses and register for linked courses in the following academic year. This may subsequently alter a student’s plan of study and extend the timeline for completing degree requirements.

APPENDIX

Appendix A: Non-Academic Technical Standards for Social Work Education

Appendix B: Risk Acknowledgement and Release Requirements for Practicum

Appendix C: Practicum Incident Report Form

Appendix D: Guidelines for Work/Study Proposal

Appendix E: Work/Study Proposal Form

Appendix F: Sample Education Plan

Appendix G: Template for Focused Education Plan

Appendix H: Process Recording Template

Appendix H: Process Recording Example

Appendix I: Professional Organizations and Associations

Appendix J: Social Work Journals and Periodicals

Appendix A: Non-Academic Technical Standards for Social Work Education

Objectives for Learning Social Work Practice

Social work practice is guided by the National Association of Social Workers' (NASW) Code of Ethics. The Code states, "the primary mission of the social work profession is to enhance human well-being and help meet the basic human needs of all people, with particular attention to the needs and empowerment of people who are vulnerable, oppressed, and living in poverty" (NASW, 2017). Students must uphold this mission as they prepare to become social work practitioners through admittance to Seattle University's Social Work program.

Social work education prepares undergraduate and graduate students for the practice of social work. Practice is defined as the process of doing the work of enhancing human well-being and meeting the basic needs of vulnerable, oppressed, and impoverished people within real-world agency settings. Seattle University's Social Work Programs (BSW and MSW) are guided by the NASW Code of Ethics and Educational Policy and Accreditation Standards of the Council on Social Work Education (CSWE). CSWE adopted a competency-based educational framework that focuses on student learning outcomes. These outcomes require students to demonstrate social work competence by integrating and applying social work knowledge, values, skills, and cognitive and affective processes in real-world practice situations (CSWE, 2022). CSWE (2022) defines cognitive and affective processes as the exercise of critical thinking, good judgment, and the capacity to manage affective reactions when engaging in social work practice. Critical thinking and judgment are essential skills for social work practice, and they require a willingness to integrate other sources of knowledge with one's own assumptions and personal biases when engaged in social work practice.

Learning integration involves a student's ability to conceptualize course content and integrate new knowledge into the practicum experience (Boitel & Fromm, 2014). Learning integration in Seattle University's Social Work Program is evaluated based on student learning outcomes from both coursework and the practicum experience. To achieve these learning outcomes, students must have the capacity to learn and apply a set of cognitive, behavioral, and social attributes necessary to demonstrate social work knowledge, values, skills, and cognitive and affective processes in real-world practice situations. Before deciding to apply to the Social Work Program, applicants must consider their capacity to achieve these learning outcomes, with or without accommodations.

The Social Work Program has established a set of technical standards that are required to achieve these learning outcomes. Technical standards are defined as the non-academic criteria established by an educational program that are deemed essential for students to successfully progress through and complete academic requirements (Blacklock & Montgomery, 2016; de Saxe Zerden, et al., 2019). Upon admission, any violation of these standards may become grounds for dismissal from the Social Work Program.

Technical Standards and Disability Accommodations

Seattle University's (SU) Social Work Program is committed to supporting students' educational experiences as they proceed in the program. The Social Work Program recognizes that students present with various levels of ability in their pursuit of undergraduate and graduate education. This is illustrated by the Program's commitment to make course materials and program activities accessible to students with diverse learning abilities. Students may request accommodations to support their learning. SU's Disability Services Office works collaboratively with the Social Work Program to facilitate equal access to courses, programs, and activities. The partnership between the Social Work Program and Disability Services facilitates students' access to resources that support the achievement of the technical standards required for admission to, progression through and completion of degree requirements. However, accommodation requests cannot serve to compromise or fundamentally alter the educational standards of the Social Work Program's degree requirements.

Technical Standards for Social Work Education

Applicants considering admission to SU's Social Work Program must evaluate their capacity to learn and apply, with or without accommodations, the specific non-academic criteria outlined below. These criteria, hereinto called *technical standards*, explain the following skills: *effective use of communication and interpersonal skills, respect for diversity, equity and inclusion, exercise stress management skills, demonstrate self-awareness, and adhere to SU's academic standards and the profession's conduct and ethical standards.*

Communication Skills

Communication is defined as the transfer and exchange of messages in all modalities, which can include verbal and non-verbal forms of communication (Matsumoto et. al., 2013). The form of communication used must first and foremost serve to engage with clients and constituents (i.e., practice with individuals, families, groups, organizations, and communities). Students must prepare to learn and apply the following:

- A capacity to convey empathy and self-reflection within all aspects of social work practice.
- A capacity to express feelings and ideas that contribute to learning transfer and integration.
- A capacity to suspend judgment when listening to others.
- Be proficient in the verbal and written English language. English is the language by which course content, classroom discussions and assignments are articulated at Seattle University.

Interpersonal Skills

Interpersonal skills involve the application of behaviors and types of communication to effectively interact with others. In social work practice, interpersonal skills are integral to achieving the overall wellbeing of client systems (i.e., individuals, families, groups, and/or communities). Students must prepare to learn and apply the following:

- An ability to interact with diverse clients and constituents, including colleagues (students and practicum agency staff), faculty, and organizational leadership.
- Recognize the importance of exercising empathy as an acknowledgement of the multivariate lived experiences of others.
- Understand the importance of operating within established channels to resolve conflicts and affect change towards the overall wellbeing of clients and constituents.
- An ability to apply problem-solving skills that respond to personal and academic challenges.

Respect for Diversity, Equity, and Inclusion

Seattle University prohibits discrimination and/or harassment based on an individual's lived experience and social/cultural identities. The Social Work Program promotes an equitable and inclusive learning environment within classroom and practicum settings. Students must prepare to learn and apply the following:

- An appreciation for diversity and inclusion of people's lived experiences and social and cultural identities.
- Commitment to increasing awareness of one's own personal biases and how they impact the learning and demonstration of social work practice.
- Receptivity to acknowledging structural and systemic inequities that marginalize and disenfranchise diverse populations.
- A capacity to respond to inequities and foster inclusive practices in the learning environment and through practice in the field.

Stress Management

When learning new information and skills, particularly those that are challenging to take in, students may experience a stress response (Sue, 2013). Managing personal stress is demonstrated through an ability to be aware of how stress impacts emotions when interacting with others (MacCann et al., 2011; Goleman, 2006). The ability to manage personal stress is imperative for effective social work learning and practice. Students must prepare to learn and apply the following:

- Exercise organizational and time management skills to consistently prepare for and be punctual to class and practicum.
- Meet due dates, keep appointments, and proactively plan for the unexpected when preparing for course and practicum education requirements.
- Navigate transportation and travel to and from practicum.
- When needed, identify supports and strategies to manage personal stress.

Self-awareness

Self-awareness is an active and continuous process of understanding ourselves, how we make decisions, and being conscious of how we behave in different situations (Trevithick, 2018). Self-awareness and interoceptive awareness skills increase one's capacity for emotional understanding and the ability to have attention and tolerance for the physical sensations, feelings and thoughts experienced between individuals in the present moment. The ability to exercise these skills helps social workers maintain attention on growth and restoration during practice (Porges, 2011). Students must prepare to learn and apply the following:

- A commitment to examining one's own values, beliefs, biases, and prejudices and how they impact behavior and interaction with others.
- A commitment to critically examining one's lived experiences and beliefs.
- A capacity for applying critical thinking skills in their knowledge and skill development of social work practice.
- The ability to accept constructive feedback and use resources (i.e., supervision) to facilitate learning and skill development.

Academic and Professional Conduct Standards

Acceptance to and continuance in the Social Work Program is contingent upon students upholding the academic requirements necessary for completion of degree requirements at Seattle University. Applicants must attest to the accuracy and authenticity of all items in their application package. Upon admission, students are expected to uphold the technical standards. Students must also adhere to the ethical standards of the NASW Code of Ethics, Seattle University's Professional Conduct Policy and Code of Student Conduct.

Citations

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Appendix B: Risk Acknowledgement and Release Requirements for Practicum

The practice of social work involves certain risks inherent in the engagement of practice with client systems (i.e., individuals, families, and/or groups). Students participating in the practicum experience should engage in behaviors that promote their personal safety and minimize risk. To assist students in understanding how to minimize risk and enhance safety, the Agency's Practicum Instructors will orient students to the safety and risk management procedures of the Agency at the onset of the placement and regularly during supervision. Students preparing for practicum must also affirm their acknowledgment of certain risks associated with practicum. I, in consideration of being allowed to participate in a practicum as part of my academic program, hereby acknowledge and agree as follows:

1. I understand and acknowledge that there are certain risks inherent in my participation in this social work practicum, including, but not limited to, risks arising from:
 - Commuting to and from the practicum site, or during practicum activities;
 - Providing services to clients or their family members who may become unpredictable, angry, or violent;
 - Exposure to communicable or infectious diseases, bodily fluids, medicinal preparations, or toxic substances.
 - The novel coronavirus ("COVID-19") has been declared a global pandemic by the World Health Organization. There is potential increased risk of contracting COVID-19 while participating in in-person clinical experiences. To prepare for these risks, I agree to comply with safety trainings and protocols provided by the agency site and the SU social work program.
2. I understand that if I decide not to or am unable to participate in the in-person clinical experience, it may impact my academic progression and anticipated graduation date. Students are advised to contact the practicum director as appropriate.
3. I acknowledge that all risks cannot be prevented, and some risks could result in loss or damage to my personal property or injury to my body, up to and including death. I agree to assume those risks, whether foreseen or unforeseen, that are beyond reasonable control of Seattle University faculty and staff.
4. I acknowledge and agree that it is my responsibility to understand and follow the Agency's safety procedures and guidelines as described by the Practicum Instructor to minimize risks and enhance my safety while placed at the Agency. I understand that I will not be forced to engage in assignments in the practicum for which I feel physically at risk. I agree to report to my Practicum Instructor any incidents in which I am or feel physically threatened or unsafe while in the practicum.

5. I understand that in connection with my practicum, I must have the ability to interpret, adapt, and apply safety procedures and guidelines. I must be able to react calmly and effectively in emergency situations and have the ability to establish and maintain effective relationships with a variety of client populations, agency staff, faculty, other social work or health care professionals, and the public.
6. If I have a physical, mental, or sensory condition that could affect my ability to participate fully in a practicum experience, or to perform the essential duties and responsibilities typically associated with a practicum, then it is my responsibility to contact the Seattle University Office of Disabilities Services at <https://www.seattleu.edu/disability-services/> to request reasonable accommodations prior to the start of my practicum.
7. When I am participating in the practicum activities, I am doing so as a Seattle University student, and not as an employee of the practicum site. Therefore, if I am injured or hurt or become ill in connection with my practicum assignment, I understand that I am not eligible for workers compensation insurance or benefits.
8. I understand and agree that I must have health insurance coverage in place for the duration of my practicum and that I am responsible for obtaining that insurance. If I require emergency medical treatment as a result of an accident or illness arising during the practicum, I consent to such treatment. I agree to be financially responsible for any medical bills that I may incur resulting from emergency or other medical treatments.
9. I agree to immediately notify my Practicum Instructor and Practicum Liaison of any medical injuries sustained during my practicum.
10. It is my responsibility to comply with the safety standards, policies, and procedures established by the practicum site. The practicum site will have the right to take immediate temporary action to correct a situation where my actions endanger client care or are unethical, disruptive, or unprofessional. All final resolutions of my academic status in such situations will be made solely by the Social Work Program at Seattle University. The practicum site has the right to terminate my access to its facilities where necessary to minimize any disruptions to agency operations and to ensure quality client care.
11. I understand that the practicum site may require me to submit to a criminal background check and be certified in that check as clear of criminal conduct. I also understand that this background check is independent of any background check that the Social Work Program may require. I agree to cooperate with the practicum site in obtaining any background check the site requires.
12. If, in connection with my participation in the practicum, I suffer any injury, illness, loss, expense, damage, or death, I agree not to sue and

agree to release and forever discharge Seattle University and its governing board, officers, administrators, agents, faculty, employees, and students from any and all claims, demands, causes of action, costs, or expenses that can or may arise from my participation in the practicum. This release and covenant not to sue is also binding on my family, my heirs, my personal representative, agents, or assigns.

13. I am at least 18 years of age and legally competent to sign this document. I have read and understand everything written above, and I voluntarily sign this Agreement, Risk Acknowledgment, and Release.

Appendix C: Practicum Incident Report

This Practicum Incident Report is to be completed, as soon as possible, following an accident or an incident involving student safety in the practicum. The purpose for completion of this form is to help ensure student safety and to be supportive of the student. The student and the Practicum Instructor complete and sign their sections of this Report. The completed Report is submitted to the student's Practicum Liaison. The Practicum Liaison completes it and submits the final Report to the Practicum Director for review and follow-up.

Student Name: _____
Place of occurrence of incident: _____
Date of incident: _____ **Time of Incident:** _____
Practicum Agency: _____
Practicum Instructor Name: _____

To be completed by Student:

The student is encouraged to complete this form. The student can choose not to complete this form if the incident is of traumatic nature.

Please describe the incident as fully as possible:

Was medical care sought? If so, describe when, where, and the injury for which the care was sought. Have you been released by the medical care provider?

When did you debrief this incident with the:

Practicum Instructor: _____

Practicum Liaison: _____

Was any police jurisdiction (City, County, Seattle University) notified? If so, when and which jurisdiction? Any plans for follow-up by the police?

What actions, if any, would you like the Department of Social Work to take in regard to this incident?

Student signature

Date _____

To be completed by Practicum Instructor:

What actions were taken in response to this incident?
What follow-up plans are you or the agency pursuing, if any, to enhance student safety at your agency?

Practicum Instructor signature _____ Date _____

To be completed by Practicum Liaison:

What actions were taken in response to this incident?
What are your recommendations or follow-up plans?

Practicum Liaison signature _____
Date _____

To be completed by Social Work Practicum Director:

What actions were taken in response to this incident?
What are follow-up plans, if any?

Practicum Director signature _____ Date _____

Appendix D: Guidelines for Employment-based Practicum Application

The employment-based practicum application is available to any full-time BSW or MSW student who wishes to fulfill a fieldwork experience in the agency at which they are currently employed. To be eligible to apply, a student and the agency must meet the following minimum educational criteria:

1. Student must have been employed in a human service agency, providing human services work. Nursing, teaching, camp counseling, and educational assistantships are examples of some of the many types of work that do **not** qualify as human service employment for the purpose of this proposal. Employment is defined as a full-time, paid position. For the proposed Employment-Based agency site, the student must also have been employed with this agency for a minimum of 6 months or have completed the employment site's probationary period (whichever is longest) at the time of the application submission. There are **no exceptions to meeting these requirements**.
2. Agency must be willing to reassign student to a practicum setting that is **identifiably** different from the work that the student is currently employed to do for two (2) or for three (3) days per week, depending on the practicum concentration of BSW/Generalist or Specialized Practice.
3. The proposed practicum instructor must meet the minimum criteria for practicum instruction: master's degree from a CSWE-accredited social work program, two years post-graduate social work practice experience, and completion of and/or availability to complete the new PI training course in the fall. The designated practicum instructor **must** be different from the applicant's employment supervisor.
4. Applicants for the Work Study option must meet all of the admissions requirements of Seattle University's BSW and MSW Programs and be in good academic standing at the time of application.

PLEASE NOTE: Approval or denial of a Work Study application is determined by the Social Work Practicum Director. The submission of an application does not guarantee that a proposed Work Study placement will be approved!

PROCEDURE FOR COMPLETING PROPOSAL

The student must submit a detailed and complete application; incomplete applications will not be considered for approval. The document is constructed as a Word document and text should be typed in or checked off in applicable sections. The Social Work Practicum Director may contact you, your employment supervisor, and/or your potential practicum instructor for further information. An email will be sent by the Social Work Practicum Director notifying students of the outcome of the completed application review process.

The “Statement of Completion” outlines the required documents that must accompany the Work Study application; please refer to the information below.

DOCUMENTS	“MUST HAVES”
Application with ALL required signatures	Must have the approval of key leadership at the employment agency, such as Executive Director.
Completed Work/Study proposal outlining employment and practicum practice learning differences.	Must describe employment responsibilities and how they are distinguishable from proposed practicum learning practice experiences in practicum.
Applicant’s current resume	Must include chronological work history showing month/year of employment <i>and</i> must distinguish between full and part-time work.
Proposed Practicum Instructor’s resume	Must show date when master’s degree in social work was earned

Use this space to describe the differences between your employment and proposed employment based practicum placement responsibilities. A detailed description is required for the “Population Served”, “Type of Services Provided”, “Treatment/Service Goals”, and “Intervention Methods” sections; please refer to the example below.

CURRENT EMPLOYMENT	PROPOSED PRACTICUM PLACEMENT
POPULATION SERVED: <i>Families with children who have an Axis I mental health diagnosis and are at risk of out-of-home placement.</i>	POPULATION SERVED: <i>Mothers of infants who could benefit from child development and parenting education.</i>
TYPE OF SERVICES PROVIDED: <i>On-site service coordination, individual and family therapy, crisis intervention,</i>	TYPE OF SERVICES PROVIDED: <i>Home visiting parental mental health assessment, child</i>

<i>medication management, mentoring, and group recreational activities.</i>	<i>development assessments, parenting skills training, and connections to medical providers and community resources.</i>
<u>TREATMENT/SERVICE GOALS:</u> <i>For children to function safely and appropriately in the home and community, thus preventing out of home placement.</i>	<u>TREATMENT/SERVICE GOALS:</u> <i>For mothers to safely and effectively meet their infant's development, social/emotional, and medical needs, thus promoting the timely achievement of developmental milestones.</i>
<u>INTERVENTION METHODS:</u> <i>Psychosocial assessment, treatment planning, individual and family therapy, crisis intervention, and referrals.</i>	<u>INTERVENTION METHODS:</u> <i>Mental health and development assessments, psychoeducation, safety planning, advocacy, case management, and referrals.</i>

Appendix E: Employment-based Work Study Application

WORK STUDY APPLICATION

NAME:

PRACTICUM CONCENTRATION: ☐ BSW/Generalist ☐ Specialized Practice

SEMESTERS: ☐ Fall ☐ Spring ACADEMIC YEAR:

PHONE NUMBER: EMAIL:
_____@seattleu.edu

AGENCY NAME:

ADDRESS:

CITY: STATE: ZIP CODE:

BUSINESS PHONE: WEBSITE ADDRESS:

In this section, describe the distinct differences between your primary employment and the proposed Work Study practicum assignment.

CURRENT EMPLOYMENT	PROPOSED PRACTICUM PLACEMENT
NAME OF PROGRAM	NAME OF PROGRAM
POPULATION SERVED	POPULATION SERVED

TYPE OF SERVICES PROVIDED	TYPE OF SERVICES PROVIDED
TREATMENT/SERVICE GOALS	TREATMENT/SERVICE GOALS
INTERVENTION METHODS	INTERVENTION METHODS
PHYSICAL SITE LOCATION <i>and</i> WORKSPACE	PHYSICAL SITE LOCATION <i>and</i> WORKSPACE
WORK SCHEDULE (DAYS AND TIMES)	PRACTICUM SCHEDULE (DAYS AND TIMES)
SUPERVISOR NAME/TITLE/PHONE/EMAIL:	PRACTICUM INSTRUCTOR (PI) NAME/TITLE/PHONE/EMAIL:
Is proposed Practicum Instructor willing to take required New PI training in the Fall? YES _____ NO _____	

Employment-Based Applicant Analysis

The goal of Employment-Based Practicum is to allow qualified applicants the opportunity to complete one year of practicum at their place of employment, which must be a human services organization that provides direct care to

client systems (i.e., individuals, families and/or groups). Study internship must first and foremost deliver the educational rigor that prepares students for professional social work practice. Employment-Based Practicums present unique challenges, such as potential role confusion between learner and employee. As a result, the Practicum Education Program carefully considers proposals to ensure that the placement is designed to primarily serve the practicum education degree requirements and identifies measures that will safeguard the educational integrity of the practicum learning experience against the employment responsibilities of the applicant.

For guidance on identifying goals for your practicum placement, consider reviewing the evaluation that corresponds with the practicum internship.

Allow the practice behaviors for which you will be evaluated to guide the goals.

Please provide your well-considered full-length answers to the following question in the space below:

- ***What are your top three learning goals for this placement? For each goal, describe how your proposed work study plan will assist you in achieving the stated goal.***

Goal #1:

Goal #2:

Goal #3:

Signature Page

By signing the Employment-Based Practicum application, the student and employment site agree to the terms of a Employment-Based placement in accordance with the academic standards for practicum education set forth by Seattle University's Department of Social Work. The Social Work Practicum Director is also permitted to contact the student's employment supervisor and proposed Practicum Instructor for additional information related to the Work Study application.

PLEASE NOTE: Acceptance or denial of work study application requests are determined by the Social Work Practicum Director. Submission of an application does not guarantee that a proposed Work Study placement will be approved!

_____ Student	_____ Date
_____ Employment Supervisor	_____ Date
_____ Proposed Practicum Instructor	_____ Date
_____ Organization's Authorizing Official (i.e., Executive Director, CEO)	_____ Title
	_____ Date

Appendix F: Sample Education Plan

Directions for BSW Senior Year

The Educational Plan is a roadmap for the practicum experience that connects observable learning activities (which operationalize the observable practice behaviors) to the CSWE (2022) competencies. This form lists the nine CSWE competencies that students are expected to demonstrate in their practicum. T

The observable practice behaviors, listed below each competency, serve as measures to demonstrate mastery of the competency. Students are to develop, jointly with their PI, individual observable learning activities tailored to the particular practicum context and to the student's strengths and learning needs. These observable learning activities are the responsibilities and tasks that the student will engage in to attain the competency. Students should consider the knowledge, skills, and techniques they wish to acquire and deepen as well as the unique skill sets they bring to the agency as they develop the observable learning activities.

It is helpful to keep these observable learning activities SMART:

- Specific
- Measurable
- Attainable
- Relevant
- Timely (accomplished within a reasonable time-period)

Please complete and submit the Educational Plan on Tevera® by the designated due date, which is found in the syllabus and the practicum calendar. This document can be revised as necessary. Revisions will be made on the Educational Plan on Tevera® by the second week of winter and spring quarters. If a revision is made the practicum liaison and practicum director must be informed. Both the practicum liaison and practicum director will read the educational plan, and the practicum liaison signs it after the student and PI.

Practicum Schedule for BSW Senior Year

BSW Senior year students' practicums run consecutively over fall, winter, and spring quarters for a total of 400 hours. Students are at the agency for 13-14 hours per week totaling 134 hours in each quarter. Students are asked to outline their practicum schedule on this form. If the student's schedule

changes significantly from quarter to quarter, this revision should be noted on the form.

Brief description of student learning opportunities at practicum site

The Practicum Instructor is asked to describe the type of role, tasks, and responsibilities the student will be engaged in. It is understood that student's tasks will evolve over time due to the developmental nature of their learning and acclimation to the organization and its clients. This description is meant to clarify and forecast for the student, Practicum Liaison and Practicum Director the learning experience at the organization and will be based on the description contained in the original Agency Profile submitted for the purpose of placing students. It is acknowledged and expected that the student's individualized learning strengths, interests, and needs are taken into consideration as these tasks and responsibilities are agreed upon.

Quarter:
Student:
Practicum
Instructor:
Agency/Program:
Practicum
Liaison:

Year:
Phone:
Phone:

I. Practicum Schedule (Days and times at Agency)

Monday	Tuesday	Wednesday	Thursday	Friday

II. Supervision schedule (Day and time of supervision):

Monday	Tuesday	Wednesday	Thursday	Friday

III. Name, contact number and agency role of other person(s) at agency who may function as a Task Supervisor for student:

IV. Student identified strengths:

V. Student areas of interest:

VI. Student areas of needed skill development:

VII. Description of student role, responsibilities & learning opportunities at practicum site

Competency #1: Demonstrate Ethical and Professional Behavior

	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors
1.1	make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to the context;	Values Cognitive process	
1.2	use technology ethically and appropriately to facilitate practice outcomes; and	Values Affective process Skills	
1.3	use supervision and consultation to guide professional judgment and behavior.	Skills Knowledge	
Competency #2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice			
	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors
2.1	advocate for human rights at the individual, family, group, organizational, and community system levels; and	Skills Knowledge	
2.2	engage in practices that advance human rights to promote social, racial, economic, and environmental justice.	Skills Values	
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice			
	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors
3.1	demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and	Skills Knowledge Cognitive process	

3.2	demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.	Skills Knowledge	
Competency 4: Engage in Practice-Informed Research and Research-Informed Practice			
	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors
4.1	apply research findings to inform and improve practice, policy, and programs; and	Skills Knowledge	
4.2	identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.	Cognitive process Knowledge Skills	
Competency 5: Engage in Policy Practice			
	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors
5.1	use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services; and	Cognitive process Knowledge	
5.2	apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.	Skills Cognitive process Knowledge Values	
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities			
	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors

6.1	apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies; and	Skills Knowledge	
6.2	use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies	Values Skills Affective Process Cognitive processes	
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities			
	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors
7.1	apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies; and	Cognitive process Skills Knowledge, Value	
7.2	demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.	Skills Knowledge Cognitive process	
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities			
	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors
8.1	engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and	Knowledge Skills Cognitive Process Values	
8.2	incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.	Skills Knowledge Cognitive process	

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities			
	Observable Practice Behaviors	Dimension	Learning Tasks to Operationalize the Practice Behaviors
9.1	select and use culturally responsive methods for evaluation of outcomes; and	Knowledge	
9.2	critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities	Cognitive and Affective process	

Appendix G: Template of a Focused Education Plan

Date:

Student's Name:

Practicum Instructor's Name:

Task Supervisor (if applicable):

Practicum Liaison:

The student, practicum instructor and practicum liaison have agreed that the following performance targets will be established and attained to meet the requirements for proceeding with the Practicum course objectives. Progress toward these performance targets will be reviewed on [DATE]. Continuance at this practicum site is predicated on sufficient progress in the areas targeted below as determined by the practicum instructor and practicum office staff.

1. Performance Objective: In order to demonstrate the ability to complete this objective, the student will:
 - a. Item 1
 - b. Item 2
 - c. Item 3

Evaluation Method: Direct observation by practicum instructor.

2. Performance Objective: In order to demonstrate the ability to complete this objective, the student will:
 - a. Item 1

Evaluation Method: Review completed weekly process recordings.

In addition to the skill areas outlined above, the following practice skills will be reviewed and monitored by both student and practicum instructor over the remaining evaluation period.

Apply Self-Awareness Skills

1. The ability to demonstrate an awareness of how one's values, attitudes, beliefs, emotions, and past experiences affect perception, thinking, and behavior within the working relationship.
2. The ability to recognize one's influence on others, take reasonable responsibility for this influential role and be willing to make appropriate adjustments when decisions and behavior are counter-productive to desired outcomes.

Receptivity to Feedback

1. Ability to receive and accept feedback toward enhancing one's professional growth and development.

Professionalism in Practice

1. Demonstrates dependability by being punctual and consistently present, while also prioritizing responsibilities and completing assignments on time.
2. Demonstrate the capacity to recognize and maintain appropriate role boundaries and reserve the use of self-disclosure as a conscious and deliberate technique undertaken to benefit the client.

Communication Skills

1. Ability to communicate effectively and sensitively with other students, faculty, staff, clients, and other professionals.
2. Capacity to express ideas and feelings without judgment of people and demonstrate a willingness and ability to listen diverse perspectives.

Signatures:

Student _____ Date _____

Practicum Instructor _____ Date _____

Practicum

Liaison _____ Date _____

Appendix H: Process Recording Template

Name and Process Recording #

Date

Context & Description: Summarize the discussion – identify the speakers; summarize the purpose of the discussion; location, etc.

Content Dialogue	Significant non-verbal behavior	Social Work Student's Gut-Level Feelings	Logical Interpretations 1. Of student feelings 2. Of client interaction 3. Of skills used/alternative approaches that could be used	PI Comments

Process Recording Example

Student Name: Student Someone

PI Name: Remarkable Social Worker

Date of Interview: July 4, 2017

Describing the Context and Purpose:

Interview was on 7/4/17. This was a second meeting with the client to complete an assessment needed prior to completing forms for services. A possible barrier is the client may desire an interpreter, although at our first meeting we did not use one and he said he felt ok without the interpreter. Interview will be in my office. "Joe" is 43 years old, a Hispanic male who lives alone. He works sporadically doing sheetrock installation.

Dialogue	Significant non-verbal behavior	Student analysis. Use your knowledge, values and skills, theory, etc.	Describe cognitive and affective processes (what did you think and feel?)	PI Comments
Me: Hey Joe, I didn't think you would make this appointment. Good to see you. CL: Who are you? I don't remember you. Me: Don't you remember me? CL: Didn't I already say I don't know you? If I	He was smiling in the reception area but when I called his name, he became stiff and wouldn't take my extended hand to shake.	I think I came on with a disrespectful statement when I called him by his first name. He may have interpreted my calling him "Joe" as rude and disrespectful. How will I de-escalate his growing anger...or it looks like anger to me.	Competency 1 and Competency 6: As I used professionalism to engage with the client	Could be interpreted as challenged the client. Try another opening

remembered you, why would I ask? Me: I am Jane Doe, the social work intern. We met last week when you were filling out the paperwork for this program. I helped you with questions you had. I mentioned to you that we would meet today. Would you prefer I called you Joe? or Mr. Smith? CL: Now I do remember you. I'd rather you call me "Mr. Smith". I'm here today about my rent. I no longer have my unemployment benefits, my rent is due and without the money from this program, I'll be evicted.	I tried to walk around to look at his face. He turned away from me I walked over to him and faced him he didn't turn away again but sat in a chair	I'm relieved; he seems to have calmed down and voiced worries about income and rent. I wonder about food. I'll ask more about his overall environment and strengths. I want to make sure we are on the same page about his needs and goals as we work together. I wonder if he can extend his unemployment benefits	Good explanation of when you met and who you are. Nice trying to begin again and re-establish a Relationship Good start to begin doing the assessment, don't forget his immediate needs for help with rent.
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Excerpt from Danowski, 2004

Appendix I: Professional Organizations and Associations for Social Workers

Professional organizations and associations for the social work profession serve to connect students and social workers around the country and globally to professional networks, shared practice expertise, trainings for professional development and job announcements. Below is a list of some organizations and associations that offer these types of resources to its members. Joining a professional organization is a great way for social work students to benefit from the array of resources available to social work practitioners. Some organizations offer discounted membership fees to students. For more information, click on the links below to learn more about each organization or association.

[National Association of Social Workers](#)
[Washington State Society for Clinical Social Work](#)
[Association of Social Work Boards](#)
[Washington State Department of Health Social Work Licensing](#)
[Council on Social Work Education](#)
[Society for Social Work and Research](#)
[International Federation of Social Workers](#)
[National Association of Black Social Workers](#)
[Association of Latina/Latino Social Work Educators](#)
[National Rural Social Work Caucus](#)
[School Social Work Association of America](#)
[Association of Oncology Social Work](#)
[Society for Social Work Leadership in Health Care](#)
[Association for Gerontology Education in Social Work](#)

Appendix J: Social Work Journals and Periodicals

Social work practice and education are informed by research and empirical study. Below is an abbreviated list of scholarly journals and periodicals for which students can obtain vast amounts of knowledge in social work practice applying research-informed treatment modalities in work with diverse populations.

Child Development

Child Welfare

Clinical Social Work Journal

Health and Social Work

International Social Work

Journal of Social Work

Journal of Social Work Education

Qualitative Social Work

Research on Social Work Practice

Social Work

Social Work in Public Health

Social Work Research

Social Work Today

The New Social Worker: The Social Work Careers Magazine