



Bachelor of Science in Social Work (BSSW)

PRACTICUM MANUAL

Academic Year 2025-26

A Guide for
Internship Supervisors and Social Work Students

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Introduction

This manual presents information about the Stockton University Social Work Program, its organization, objectives, and curriculum. It describes in detail the Junior Practice Sequence, the Senior Seminar in Social Work Practice, the Senior Practicum, and the supervised internship experience taken by all Social Work majors in their final year of undergraduate study.

Since the Social Work Program began in 1972, we have worked closely with the local professional social work community. Agencies and their staff have been integral to our success. The faculty and students value this continuing support and the many reciprocal relationships established.

Internships have always been a vital component of social work education. There are different models of social work education and internship placement, and the expectations can differ significantly across models. This manual has assembled resource materials that describe the Stockton Social Work Program and our view of the specific objectives and expectations involved in placements for the Junior and Senior students. Junior students are first introduced to this manual when practicum coordinator(s) visit their SOWK 3604 Theory and Methods' class in the fall of the junior sequence. They are required to sign off that they reviewed the Practicum Manual and understand they are responsible for adhering to its policies and procedures. They acknowledge this when completing their Junior Application for Internship. For more information and to view this manual online, please visit www.stockton.edu/sowk.

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Overview and Purpose of this Manual

This manual serves as a reference for students and internship supervisors for policies and procedures related to the 400-hour practicum required of BSSW candidates during their senior year. A wider range of issues are addressed in the BSSW Student Handbook to which this manual supplements specific to the practicum portion of BSSW education.

Terminology

Practicum- Refers to the supervised practical experience a student receives toward learning to apply theory and develop competency skills. In this manual and related documents, the term *internship* is sometimes used interchangeably.

Practicum/Internship Supervisor- The person who supervises the student at an approved site to which the student is assigned to gain practicum experience and fulfill BSSW requirements.

Practicum Coordinator- The university person who oversees the students' practicum including preparation, assignment, monitoring, and ongoing education. Stockton has a primary coordinator, a full-time assistant coordinator and a part-time coordinator assigned to the BSSW program.

Practicum Course Instructor- The coordinator who teaches SOWK 3905 Practicum Prep, SOWK 4901 Practicum I, or SOWK 4902 Practicum II. Note: Practicum I and II instruction occurs four times in person and 8 times remotely/asynchronously each semester.

Internship Liaison- The role played by the coordinator assigned to visit a student at their practicum site, meet with the student and internship supervisor, and review their progress.

Practicum Process

- Early in the fall semester, the Practicum Coordinator visits the students in SOWK 3604 to provide: an overview of the senior practicum as the signature pedagogy in the BSSW curriculum, review the process and chronology, and review the Junior Internship Application. The application is due no later than December 1st and is submitted on Exxat.
- The instructor for each SOWK 3604 section provides pertinent feedback to the practicum coordinators. The practicum coordinators review the comments and the applications preparing to match students with potential placements based on geographical preferences and areas of interest.
- Students who applied by December 1st and chose to continue with SOWK 3605 in the junior sequence also register for SOWK 3905, Practicum Prep. This course focuses on preparing students for their senior internship. Each student is provided with their placement by the third class, usually no later than the first week of March.
- The student is instructed to contact their agency, introduce themselves, and set up an interview. This leads to two class assignments, a sample learning contract and process recording.
- The student completes all onboarding, training, and orientation required by the agency before September of their senior year.
- The student contacts their internship supervisor in August to confirm that all requirements have been completed and to set up a start date and schedule for the year. The student must complete at least 200 hours each semester, totaling 400 by the end of the practicum by spring semester.
- The student develops a learning contract with their supervisor in the first month of their internship, which is a guide for the practicum experience toward developing required competency skills and a graded assignment. The learning contract serves as a reference for the internship supervisor evaluating the student at the end of the semester.
- The student revises the learning contract for the spring semester, and this continues to be a guide for the spring evaluation of the intern's performance and mastery of the competency skills.

Nine Competency Areas and Associated Behaviors

Competency 1: Demonstrate Ethical and Professional Behavior	<ul style="list-style-type: none"> • make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to context; The nine social work competencies 2022 Educational Policy and Accreditation Standards; • demonstrate professional demeanor behavior; appearance; and oral, written, and electronic communication; • Use technology ethically and appropriately to
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	<p>facilitate practice outcomes;</p> <ul style="list-style-type: none"> • use supervision and consultation to guide professional judgment and behavior
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice	<ul style="list-style-type: none"> • advocate for human rights at the individual, family, group, organizational, and community system levels; and • engage in practices that advance human rights to promote social, racial, economic, and environmental justice.
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice	<ul style="list-style-type: none"> • demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and • 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.
Competency 4: Engage in Practice-informed research and Research-informed Practice	<ul style="list-style-type: none"> • apply research findings to inform and improve practice, policy, and programs; and • 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.
Competency 5: Engage in Policy Practice	<ul style="list-style-type: none"> • 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 • apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities	<ul style="list-style-type: none"> • apply knowledge of human behavior and the social environment, person-in-environment, and interprofessional conceptual frameworks to engage with clients and constituencies; • use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities	<ul style="list-style-type: none"> • 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 • demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities	<ul style="list-style-type: none"> • engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and • incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.
Competency 9: Evaluate Practice with individuals, Families, Groups, organizations, and Communities	<ul style="list-style-type: none"> • select and use culturally responsive methods for evaluation of outcomes; and • critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.

Practicum Acceptance and Practicum Placement

Students apply to enter the Senior sequence with a *Junior Application* as listed above, during the Fall of Junior year. The *Senior Seminar* and *Practicum I* courses must be taken concurrently and be successfully completed jointly to meet Program requirements. The application consists of an essay, the purpose of which is to deepen the ongoing process of self-evaluation and career discernment. In the essay, students will discuss their interests in social work, including specialization interests. (Many students find that this essay serves as the basis of the personal statement that they prepare when applying for admission to a graduate program in social work.) The faculty members determine their eligibility, which is based on the application essay, the student's academic record, and professional behavior. Successful completion of this process ensures that the student has become a full-fledged major. The Practicum Coordinator arranges internship placement, satisfying both program requirements and learning needs. In the spring of the Junior year, students are assigned to their Senior placement and are expected to contact a supervisor or agency designee (such as an internship coordinator) for a placement interview, at which time they will be evaluated as to demonstration of core competencies and professional behaviors. Upon successful completion of the interview, this placement will become the student's 400-hour senior internship.

Students must complete all application paperwork, provide required documentation, and attend orientation so they are ready to start at the beginning of the Fall semester. If students fail to complete requirements to start the internship or neglect to communicate with the agency and internship education faculty, they may lose their internship. Students will meet with the Practicum Coordinator and Program Chair, if possible, to review concerns and discuss options. Even if it is decided that the student be provided with another opportunity to demonstrate responsibility and professional preparedness, there is no guarantee that another internship can be found.

Opportunities for internship experience and learning under professional supervision are available in the following settings, among others: child welfare, social services, family services, schools, hospital and health care, behavioral health, developmental disabilities, older adult services, veterans' services, and justice system.

Good Academic Standing, Probation, and Dismissal Procedure

Students are expected to maintain a grade point average of no less than 2.50 in all Social Work Program courses. A minimum of 2.50 average GPA in Social Work Program courses and 2.00 overall GPA is required for graduation. Note: Students must earn a C or better in practice courses to continue to the next practice course in the sequence. Practice courses are SOWK 3604, SOWK 3605, SOWK 3905, SOWK 4601, and SOWK 4602. At mid-semester, practice course instructors will identify students performing below a C level and discuss strategies for improvement.

A student with a cumulative GPA below 2.00 will be placed on Academic Probation and notified accordingly by the university. A student on Academic Probation is expected to meet with their advisor/preceptor to discuss a Student Performance Improvement Plan (SPIP) upon receiving notification of probation status.

Students on Academic Probation must have raised their cumulative GPA to a 2.0 and have maintained a 2.50

GPA in program courses before they are allowed to take the following courses: *Senior Seminar: Social Work Practice I* (SOWK 4601) and *Practicum I* (SOWK 4901).

If a student's GPA for program courses is below the 2.50 minimum GPA as required by the Social Work Program after completion of *History of Social Welfare Policy* (SOWK 3101), *Research Methods in Social Work* (SOWK 3102), *Generalist Social Work Practice: Theory and Methods I* (SOWK 3604), *Generalist Social Work Practice: Theory and Methods II* (SOWK 3605), AND *Practicum Prep* (SOWK 3905), they are subject to termination and dismissal from the Social Work Program for academic reasons. The Program Chair and the Professional Standing Committee must provide written notice of such dismissal to the student. If there is a procedural error in terminating a student from the Social Work Program for academic reasons, the student may appeal in writing to the Dean of the School of Social and Behavioral Sciences. The appeal must be accompanied by evidence in support of the appeal. Documentation of appeal must be submitted to the Dean no later than two weeks following notice of academic termination from the Program.

Professional Performance Review

Students are expected to maintain the standards set forth in the Stockton University Undergraduate Bulletin, the Social Work Program Student Handbook, this Practicum Manual, the National Association of Social Workers' Code of Ethics, and course syllabi. If a student fails to meet required professional program standards, they may be subject to a performance review. For detailed information about the professional performance review procedures please consult the BSSW Student Handbook www.stockton.edu/sowk.

Community Advisory Board

The Community Advisory Committee assists the social work program in the assessment and implementation of the internship policies and curriculum. This committee will meet a minimum of once each semester to review policies and procedures, discuss student needs and challenges, recruit additional agency partners, address concerns in ever evolving and changing service delivery as it relates to internships, and offer suggestions and recommendations for program improvement. Committee members will be recommended and nominated by program staff and faculty. Efforts will be made to incorporate different dimensions of diversity, including geographical location and type of social work experience. The committee serves as an important link between agency partners in the community with the Social Work Program and the University.

The Junior Practice Sequence and Junior Placement Preparation

In the Junior year, the student learns about social work practice in the *SOWK 3604 Generalist Social Work Practice: Theory and Methods I* and *SOWK 3605 Generalist Social Work Practice: Theory and Methods II* courses. *SOWK 3905 Practicum Prep*, taken in conjunction with *SOWK 3605 Generalist Social Work Practice: Theory and Methods II*, is a seminar class focused on preparing Junior students for their senior internship. The development of foundational competencies such as professionalism, cultural competence, ethical practice, use of supervision, anti-racism/equity/diversity/inclusion, and engagement are highlighted preparing the students to apply them in an internship setting. In addition to the six (6) scheduled classes, students are **required** to attend one Virtual Internship Day during the semester. Eight social workers from different counties serving different populations present information about their agency highlighting what they expect from an intern and answering student questions.

Internship Placement (Process and Considerations)

Introduction

In September, the Practicum Coordinator will visit juniors in each of the Theory & Methods I sections to provide an orientation to practicum education as the signature pedagogy, including its processes and procedures. By November, Junior students learn about the *Generalist Social Work Practice: Theory and Methods II* course, *Practicum Prep* and its requirements, and receive an overview of the agencies providing placements.

Request to Intern at Work

For those students requesting placement at the agency where they are currently employed, it is important to consider that the Council on Social Work Education guidelines state that “to ensure the role of student as learner, student assignments in field education and supervision are not the same as those of the student’s employment” (p. 10). Therefore, the employing agency should be able to provide internship supervision different from their work supervision and allow the student to be released from paid duties during regular business hours to complete their work. Students requesting a placement in their place of employment must submit a written request and supporting documents as delineated in the *Proposal for Internship in a Work Setting* (see appendix) to the Practicum Coordinator for approval.

Note: If employment is terminated, then continuation of the internship needs to be reviewed by the student, agency, and practicum coordinator to avoid disruption of the student's education.

Junior Internship Application

Junior students make their preferences known for field work, not in terms of specific agencies, but in terms of types of practice on the *Junior Internship Application*. Students will also disclose their geographic preferences. The students will complete a self-assessment as to study skills and attendance, as well as essay questions asking them to self-reflect on their reasons for choosing social work and relating it to their personal qualities, interests, and aspirations. They will also be asked to review the *Practicum Manual* and sign off that they read it and are responsible for adhering to the policies and procedures within. Each student will read, review, and sign an *Informed Consent and Assumption of Risk* form outlining inherent risks in agency placement in the community. Students will submit their application by the first Friday in December.

Admission to the Program- Advanced Sequence

Upon reviewing submitted applications, SOWK 3604 faculty provide feedback to the Practicum Coordinator in December to discuss Junior Students' admission to Generalist Social Work Practice: Theory and Methods II and Practicum Prep. Students must have Junior status and they must have approval via written profile as provided in the application and reviewed by Theory and Methods' faculty. Students must meet academic and professional standards of the Social Work Program before they are assigned a placement. Timely applications for practicum placement are mandatory. Late applications indicate unprofessional behavior and a lack of readiness to enter practicum education. Students will not be considered for admission to the program and continuation of junior sequence in the spring. They will need to submit their applications the following fall for consideration.

For a late application to be considered, the student must have compelling reasons and write to the Practicum Coordinator with documentation to substantiate the request. The Practicum Coordinator will review such requests.

Professional Conduct: Stockton Social Work Student Code of Conduct

Stockton University's Social Work Undergraduate program develops leaders in the social work profession whose work advances professional values, knowledge and skills through programs and policy that enhance well-being and promote human rights and social justice at the local, national, and global level.

In preparing students for careers in social work practice, the Social Work Undergraduate Program expects all students to adhere to the highest academic and professional standards, which include Stockton Social Work Program's Key Attributes of a Social Worker, the NASW Code of Ethics, and the University policies on academic honesty, and code of conduct. The criteria for receiving a placement are contingent on students adhering to the key attributes of a Stockton Social Work Major as listed below.

Students will be held accountable to the ethical and behavioral standards described in the Stockton Social Work Undergraduate Student Code of Conduct. Any violation of the Code is grounds for (a) failure from a course; (b) referral to the Academic and Professional Standing Committee; (c) mandatory leave of absence from the program; and/or (d) administrative withdrawal from the program.

Key Attributes of a Stockton Social Work Major

The following standards, different from academic standards, define the physical, cognitive, emotional and character requirements to offer reasonable assurance that students can complete the entire course of study and participate fully in all aspects of social work education and practice. Achievement of competence as a social worker is a lengthy and complex process that will be undermined by significant limitations of the student's ability to participate in the full spectrum of the experiences and the requirements of the curriculum.

All students at Stockton University Social Work Undergraduate Program are expected to possess the following abilities and attributes at a level appropriate to their year in the program. They are expected to meet these standards in the classroom, in their internship, and elsewhere. Attention to these standards will be part of evaluations made by faculty responsible for evaluating students' classroom and practicum performance.

Failure to demonstrate these key attributes consistently may lead to termination from the Social Work Undergraduate program.

Interpersonal Skills The social work student must demonstrate the interpersonal skills needed to relate effectively to other students, faculty, staff, clients, and other professionals. These include compassion, altruism, integrity, and the ability to have face to face conversations and present in group settings. The student must have the ability to demonstrate and be comfortable with having eye contact with faculty, staff, students, and clients in the field. The student must possess a demonstration of respect for and consideration of others.

Self-Awareness The social work student must know how their values, attitudes, beliefs, emotions, and past experiences affect their thinking, behavior, and relationships. The student must be willing to examine and change their behavior when it interferes with working with clients and other professionals and must be able to work effectively with others.

Professional Behavior The social work student must act in a professional manner by knowing and practicing within the scope of the social work profession, adhering to the profession's code of ethics, respecting others, being punctual and dependable, having time management skills which include but are not limited to prioritizing responsibilities, and completing assignments on time. Time management should be demonstrated in the classroom and in the internship.

Professional Communication Skills The social work student must communicate effectively and sensitively with other students, faculty, staff, clients, and other professionals. Students must express their ideas and feelings clearly and demonstrate a willingness and ability to listen to others. They must have sufficient skills in spoken and written English to comprehend the content presented in the program.

Professional Commitment to the Social Work Profession The social work student must have a strong commitment to the goals of social work and to the ethical standards of the profession. The student must be committed to the essential values of social work which are the dignity and worth of every individual

and his/her right to social and economic justice.

Knowledge Base for Social Work Practice The professional activities of social work students must be grounded in relevant social, behavioral, and biological science knowledge and research. This includes knowledge and skills in relationship-building, data-gathering, assessment, interventions, and evaluation of practice.

Objectivity The social work student must be sufficiently objective enough to systematically evaluate clients and their situations in an unbiased manner.

Empathy The social work student must attempt to seek to comprehend another individual's way of life and values. They must be able to communicate this empathy and support to the client as a basis for a productive professional relationship.

Cultural Competence & Acceptance of Diversity The social work student must appreciate the value of human diversity. They must serve in an appropriate manner all persons in need of assistance, regardless of the person's age, class, race, ethnicity, religious affiliation (or lack thereof), gender, ability, sexual orientation, and value system.

Coping with Stress The social work student must be resistant to the undesirable effects of stress, exercising appropriate self-care and developing cooperative and facilitative relationships with colleagues and peers. If a student is under stress, they must take appropriate actions in dealing with the stress to not negatively impact their academic or professional performance in the social work program.

Placement Assignments

Junior students receive an assignment in *Practicum Prep class* in February informing them of their internship agency and providing them with the name of the supervisor or designated agency person to contact **within two weeks** for an appointment. Students and internship instructors are notified of the match between student and agency.

Placement Interviews

Social work students in their Spring semester of their Junior Sequence will be assigned an internship in *SOWK 3905, Practicum Prep*. As a classroom assignment for that course and preparation for a senior internship, each student will be required to contact that agency and contact person, usually a potential supervisor, but sometimes an Intern Coordinator or Human Resource person, and set up a Placement Interview by an assigned date before the end of the semester. The person interviewing the student for a prospective internship will evaluate the student using the *Placement Interview Evaluation* form and return it to the practicum coordinator, Douglas Deane. Typically, students will be accepted then proceed to complete any paperwork and requirements toward interning at that agency. The timelines and requirements vary according to each agency's requirements. In some cases, students may incur **additional out of pocket expenses** for background checks, drug screens, or immunizations. This is the **responsibility of the student**, and such requirements and expenses will not be cause for changing internships. Students are expected to complete the timelines for these requirements so that they are prepared to start interning at the start of the Fall semester in their senior year. Delay or failure to complete requirements may delay

the start of the internship and make it difficult for the student to complete the required 200 hours of practicum experience for the semester.

While every effort is made to secure a placement in the student's area of interest and geographic preference, this is not always possible based on availability of approved internships. There are no guarantees that a student will be accepted in an internship. This is based on the availability of placements in general and specific to any requirements for a minor or concentration, as well as an agency's ability to provide reasonable accommodation. It is solely the **agency's discretion** to offer an internship, provide accommodation, and/or accept a particular student for an internship. This is not within the social work program's control. If necessary, and **only for compelling reasons** (i.e., not the convenience of the student), the student may be reassigned to another agency.

Failed Interview(s)

If a student is not accepted upon contacting and/or interviewing for an internship, the coordinator will make reasonable effort to find another suitable placement and offer mentoring as to successful interviewing and/or initiate a professional performance contract. If a student is denied **three (3) times, either by phone contact, interview, not completing onboarding requirements in a timely fashion, being asked to discontinue an internship, or other reasonable expectation**, then the program **will not** be able to place that student in an internship. If a student is denied placement by an agency for egregious professional behavior issues, such as going to the interview intoxicated or speaking derisively about the client population, then the program is not responsible for finding another placement. The student will be referred to the social work program's *Academic and Professional Standing Committee* to address the behaviors of concern and determine if the student can remain in the Social Work Program.

Leave from Program

Students who decide to take a break between Junior Sequence and their Senior Year **must notify** the Program Chair, Dr. Maya Lewis, and Practicum Coordinator, Douglas Deane, as soon as they make this decision. Similarly, if a student decides to take a leave between semesters in their senior sequence, they must notify their internship instructor, seminar professor, and two coordinators as soon as they decide. In either circumstance, a brief exit interview will occur reviewing reasons for taking a leave and anticipated return date. In the spring semester prior to returning for their senior year, the students must notify the Program Chair, Dr. Maya Lewis, and Practicum Coordinator, Douglas Deane, by **March 1st**. Before returning to complete the spring semester of their senior sequence, students must contact the two coordinators by **October 1st**. At that time, a brief re-entry interview will occur. Students will be asked to resubmit or update their application so the coordinator can begin arranging a senior year internship.

If a student fails to notify appropriate persons as noted above by specified dates, they will be considered out of compliance with the BSSW program's leave policy. A meeting will be arranged with both coordinators, the student, and their preceptor (based on faculty availability at the time.)

Based on the discussion in the meeting, it may be decided that the student needs to write a paper specific to their situation about professional behavior according to program standards and the NASW Code of Ethics. The paper will be reviewed and deemed acceptable before resuming social work coursework and internship. In some cases, it may be too late for the program to find a suitable placement, and the

student may need to wait to return. Upon return, the student and faculty will develop a performance contract to be maintained by the student and reviewed after one month. In more serious cases, the student may be referred to the social work program's *Academic and Professional Standing Committee*.

Internship Preparation

Juniors are prepared for their senior internship in several different ways via 6 *Practicum* Prep classes and one Virtual Internship Day. In class, social work professionals will visit to discuss foundational competencies and practice skills needed to begin a placement. Role plays, small group activities and mock learning contracts, journals and process recordings will be utilized. The *Placement Interview Evaluation* form confirms placement but also assesses the student's demonstration of foundational competencies in preparation for the senior internship. On Virtual Internship Day, the students will virtually visit at least six (6) separate agencies providing different types of social service. They will prepare questions toward understanding the professional social worker's unique role and responsibilities in each type of setting.

Final Steps

Social Work Program Faculty will review the academic record of their preceptees by June to ensure Junior students' qualification and admission to Senior Seminar and Practicum I. The Practicum Coordinator and Assistant Coordinators will review and confirm student assignments to specific agencies and adjust during the summer, as necessary.

Students will follow up with their agency contacts after their spring interview to complete all required agency documentation, schedule and attend orientation, and set a 2 day per week **fixed schedule** for their internship in the fall. Students are required to complete at least 400 hours during their senior year equally divided with 200 hours in the fall semester and 200 hours in the spring. They are expected to begin their internship as close to the start of the fall semester as arranged between the student and the agency and plan to complete their internship hours by the end of the semester.

It is the student's responsibility to complete all preliminary paperwork and supplemental requirements, as well as proactively confirming a start date and schedule with their internship supervisor. **Problems in completing any of these preparatory steps must be communicated to the Practicum Coordinator immediately.** Failure to complete or communicate problems will result in a late start; it is the student's responsibility to intern extra days toward completing the 200 required internship hours each semester **if** the placement can and will accommodate this adjustment.

Failure to complete the required hours due to student negligence as specified above may result in failing the Practicum I seminar as this core requirement of hours is not met. These reasons are not grounds for requesting an Incomplete for the course. Please review Stockton's Incomplete Policy in the *Academic Bulletin* or *Student Handbook*, and as specified in the course syllabus.

The Senior Seminar in Social Work Practice and Senior Placement

In the Senior year students confront the complexity of their role as social workers in the delivery of social services. They are directly involved in the service delivery task during their two day per week supervised placement. Students must learn more than social work practice skills; they must have knowledge about the network of social services, the kinds of social agencies, issues connected with professionalism, and the dilemmas of community involvement and participation in social work services. *Practicum I* will provide a forum for both interactive learning through shared experiences and problem solving at each

stage of the internship. Each student's internship and experience may be different. In addition to *Senior Seminar* activities and readings, practicum coordinators will introduce supplemental topics and assignments attending to specific learning competencies in practice.

The academic and practice content of the Senior year has a firm base in the student's previous course work in the Social Work Program. Thus, a part of the initial content in the *Senior Seminar in Social Work Practice* will summarize, integrate, and utilize the student's earlier studies and internship experiences to sharpen social work practice skills. Of course, it is essential to quickly introduce new skills, to test the student's capacity to use these skills with clients in a variety of patterns of service delivery, and to encourage proficiency in dealing with and changing those environmental forces that impinge upon or prevent the social worker-client system achievement of the service delivery task. From this process, and by the end of the academic year, the student should emerge as a generalist professional practitioner.

The major emphasis of the *Senior Seminar in Social Work Practice* is on social work practice, with particular attention focused on the development of skill in the delivery of social services. The primary purpose of the Seminar is to provide the theoretical framework for the professional practice of social work. Different conceptual models of intervention are explored. Skills and techniques are integral components of any intervention system. Knowledge about them will be acquired in the Seminar, but it is in the student's interaction with different client systems that they are tentatively applied, refined, and eventually mastered. Practicum coordinators reinforce the integration of these theories and concepts in the applied practice of skills in the students' varied internships.

The Stockton Social Work Program supports an empowerment, strengths-based model of generalist social work practice which encompasses the two ends of a psycho-social event: people in interaction with their environment. In such a model the social worker's primary focus is upon providing direct service to people who possess strengths yet have issues requiring assistance in bringing about changes in the social environment and in social institutions. Students will be challenged to identify social justice issues by utilizing anti-racist practices and expected to advocate for policies and practices that promote inclusion and equity.

Selection and Expectations of Internship Agencies

Social work agencies, departments, and programs selected for internship placement must be committed to the importance and value of undergraduate social work education. They should be able to structure creatively a variety of learning experiences for our students. The agency utilized for internship placement should meet the following criteria:

1. The setting values undergraduate social work students and is interested in participating in their training and education.
2. The setting exhibits flexibility and variety in its use of service delivery methods so that the student may develop an understanding and mastering of generalist social work practice.
3. The setting agrees to develop learning experiences for the student appropriate to the Social Work Program requirements in accordance with CSWE EPAS. These would include:
 - a. An initial brief orientation to the agency and its services inclusive of social worker safety policies and procedures,
 - b. Early and regular contact with client systems,
 - c. Attendance at staff meetings and conferences, and an opportunity to gain experience about the agency in the broader context of its funding sources and its organizational structure.
4. The setting will provide regularly scheduled supervision for the student by a social worker with an MSW, or a BSW, and at least two years' professional experience. Other professionals/persons may be used as supervisors upon approval of the Practicum Coordinator on behalf of the Social Work Program, who assures that the prospective supervisor completes the *Seminar in Practicum Instruction (SIPI)*, previously known as *SIFI*) training and/or individual instruction as to social work competencies and curriculum. In certain instances, we may choose to use an agency that cannot offer this kind of supervision, and where this occurs, the Program will carry the responsibility for the professional social work supervision of the student.
5. The on-site instructor must agree to provide students with a minimum of an hour of supervision a week in individual and/or group conferences. Process recording or regular review of the students' written work at the agency is an important topic for the supervisory conference. If the supervision is not provided by a social worker (with the MSW or BSW), it is required that monthly access to a credentialed social worker, preferably with an MSW, be provided for the student. A written Learning Contract is developed between the supervisor and the student at the start of the first semester in placement and then revised at the start of the second; this contract forms the basis for ongoing supervision and the written evaluation completed at the end of each semester.
6. Students are expected to spend at least 200 hours per semester in their senior placement. In most cases students will work two full agency days per week to meet this requirement. Students should expect that the internship be **completed during normal business hours during the week** as this is the usual time services are offered by professionals including the internship instructor and/or task supervisor. Flexible scheduling may occur, but is not guaranteed therefore should not be expected, as offered by the agency through an agreement between the student and supervisor, so long as it enhances the internship experience.

7. Additional or supplementary assignments: Students may request or be assigned to attend training, conferences, workshops, or projects outside the agency as part of their internship. These activities are meant to be supplemental to internship experience and not in lieu of agency learning nor as a solution for the student's difficulties in maintaining a consistent internship schedule, as required. The student **must request** in advance using this type of activity toward internship hours by emailing the supervisor and coordinator simultaneously. The student should include: the hours devoted to the activity; specific times, dates, and location, how the activity will further their learning, and what specific practice behaviors will be developed. The student should amend their Learning Contract adding this activity or training once approved. The request must be approved by both the coordinator and agency instructor prior to the activity. The student **must then submit written verification of attendance** at the activity signed by the officiant with contact information. Failure to submit a request in writing or provide verification of attendance may result in denial of internship hours for this activity. If a project is completed outside of the agency and normal internship hours, verification may be in the form of a written report as assigned by the internship supervisor and meeting their expectations. No more than 40 hours total toward the required 200 internship hours for each semester will be approved for such activities.
8. Internship instructors should gradually increase responsibilities of students in placement during the year, but in no case should a student have client or administrative responsibilities inconsistent with their level of training and competence. Placements are learning experiences, and gradually increasing responsibilities should occur under careful direction from the supervisor.
9. Students are not permitted to solicit placement opportunities on their own due to contractual arrangements (affiliation agreements) required by Stockton University for an agency to become an approved internship site. It is the Practicum Coordinator's responsibility to arrange placements most closely aligned with both the students' needs and their internship preferences as stated in the application.
10. **The assignment of placements is an educational decision not dictated by student preferences, personal responsibilities, or employment schedules.** Changes in placements are therefore only made for the most compelling reasons submitted by the student in writing to the internship coordinator with subsequent documentation. Such requests will be reviewed by internship and program coordinators.
11. It is the policy of the social work program that every student in an internship should receive a full orientation to that agency's **Safety** policies and procedures. Safety in general is covered in the Practicum Prep course. Students are required to include agency orientation inclusive of safety policy and procedure as a learning activity for Competency 1 in the Learning Contract. Safety is emphasized in the Practicum I class as a required component of the intern's orientation to the agency. This orientation should be provided by the agency itself since each agency may differ in terms of its needs and challenges regarding social worker safety. Students who do not receive safety orientations and training should take the initiative to inquire about this topic with their supervisor, while concurrently reporting this to their liaison and/or coordinator. In addition, the liaison will ensure that safety policies and procedures have been thoroughly reviewed with the intern during the first visit in the fall and this is noted on the *Visit Form* (see appendix.) The safety orientation and training may involve information about precautions related to fire and building safety, infection control, dealing with agitated or violent consumers/clients, and emergency procedures. If a student is involved in an incident during their internship experience that poses a risk to their safety or security, the student should immediately contact the supervisor and follow agency policy and procedures. The supervisor and student should also notify the practicum coordinator following up that contact with

the completion of an *Internship Incident Report* (see appendix.)

12. Stockton's social work program does not support interns transporting clients/consumers for any reason. It is at a student's discretion as to whether to drive agency vehicles if allowed and requested by the internship agency under the direction of the supervisor. Students must first verify that they are covered as an intern on the agency's automobile insurance and keep a copy of this verification for their records. Interns and instructors are advised to **only utilize student drivers if it is crucial to the student's learning as an intern**. If a student chooses to drive an agency vehicle and/or violates the rule against transporting clients in an agency or their own vehicle, the **Stockton University, Social Work Program, its Faculty and Practicum Coordinator assume no liability** of responsibility for that action. Student interns are also required to sign an informed consent for release of information and assumption of risk documents that detail the Social Work Program's position on these matters inclusive of confidentiality parameters and other risk management issues.
13. Students need to familiarize themselves with the agency's **Social Media Policy** and any practices that ensure maintaining ethical standards for clients and staff, including, but not limited to, confidentiality, professional boundaries, and informed consent. Students are encouraged to review *standards for Technology in Social Work Practice* with particular attention to Section 4 on Social Work Education and Supervision.

Contact with BSSW Practicum Coordinators

Once the student has been successfully placed within an agency and has begun the learning process, contact between internship supervisors and BSSW practicum coordinators can be extremely helpful. Supervisors are encouraged to contact one of the practicum coordinators when they have questions or issues they wish to discuss. This is especially important in cases where there is concern about students' ability to handle practicum work, conduct themselves professionally or complete required hours. Contact information for other Stockton social work faculty can be found in the Student Handbook.

The Coordinators of BSSW Practicum Education will provide instruction and assignments in-person and asynchronously toward furthering integration of classroom theory with applied experiences. They will also monitor student performance in assigned agencies, monitor student mastery of competencies specified in learning contracts, and serve as a resource to students and internship supervisors in addressing issues. The coordinator will also assist practice faculty where appropriate in assessing student ability to perform practice behaviors associated with required curriculum competencies and class assignments.

FERPA Compliance and Waiver

To maintain compliance with the Family Educational Rights and Privacy Act (FERPA) Stockton University's faculty and staff will protect students' confidentiality and honor their privileged communication. Neither practicum nor course faculty will discuss a student's concerns, personal issues, grades, or assignments in open contexts, including program meetings. If there are concerns raised by a student, faculty member, or agency supervisor, they will be reviewed with only those persons with direct knowledge of the situation and/or the capacity to assist in its resolution. For instance, if a student reports to the Practicum Coordinator not receiving a task at their internship toward completing a senior seminar assignment, then the agency supervisor and senior seminar professor may be included in the conversation

toward resolving that concern. Or, if a student is at risk of failing Practicum as reported by the agency supervisor, the student's preceptor may be notified. The students are asked to sign a waiver in situations such as these examples, authorizing Practicum Coordinators to initiate discussion with appropriate faculty members on issues related to student achievement and success. The BSSW student signs the waiver as part of the informed consent on their Junior Application. Essential information is also shared in placing students in agencies as outlined in that consent and waiver.

Internship Evaluations

At the end of each term, a written evaluation, the *Senior Evaluation*, of the student's progress and performance is submitted to the Social Work Program by the agency supervisor. The evaluation will be sent at least 2 weeks before the end of each semester, Fall and Spring, to the supervisor's email through EXXAT. They will review the evaluation with the student, and it should be based on ongoing feedback and monitoring as to the student's progress throughout the course of the semester. Once students review their evaluation, they will then complete the Evaluation Signature and Acknowledgement form sent to their email through EXXAT. It is essential that both are returned by the due date so grades can be issued for Practicum *I or II*. The Learning Contract should be used as a guide in reviewing the competencies, practice indicators, and corresponding learning activities. If the student disagrees with the evaluation, they are instructed to first address it with the supervisor in person. If their concern is not resolved to their satisfaction, they can note on the signature form that they disagree with the evaluation and provide written details as to their disagreement. This will be reviewed by the Practicum Coordinator and become part of the evaluation. The supervisor or the student should contact the Coordinator of Practicum Education at any time during the semester, the earlier the better, if problems or concerns should arise.

Our program considers the completed evaluation forms (see appendix) as a blueprint for areas to be worked on during the next term. Careful attention to both the scale and the narrative items is appreciated. The students are learners and are developing beginning generalist social work competencies. It is our expectation that instructors will use the evaluation to clarify how well specific skills are being acquired toward eventual mastery.

The following criteria are expressions of each of the ratings on the 5-point Likert scale used on the evaluation for each behavior or indicator:

- 5 = The intern excelled in **consistently** understanding and applying this behavior.
- 4 =The intern performed above expectations **most of the time** in understanding and application.
- 3 =The intern **met the expectations** for interns in demonstrating a basic understanding and application of this behavior.
- 2 =The intern has **not yet met the expectations** in this area for understanding and/or application but gives indication they will do so in the near future.
- 1 =The intern has not met the expectations in this area and **does not give any indication** they will do so in the near future.

*Please Note: We discourage instructors from leaving any of the items being evaluated unmarked on the *Senior Evaluation* form. Each item is a practice behavior that we expect the student to demonstrate in each internship setting as well as written assignments and in-class activities in *seminar* classes. If an instructor needs help in applying a behavior to their agency, they should refer to the Learning Contract and/or contact a practicum coordinator

for clarification.

Services for Students with Special Needs

Through compliance with the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973, Stockton's Learning Access Program provides assistance to students with disabilities. Every effort will be made to arrange appropriate accommodation for special needs students in their placement, based on a student's documented disability. In anticipation of the need for accommodations at an agency, students complete that section on the *Junior Internship Application*. Students in need of special accommodation should contact the Learning Access Program (609) 652-4988.

Equal Opportunity University

Stockton University is an equal opportunity university. It does not discriminate in admissions or access to its programs and activities or in treatment or employment of individuals on the basis of race, creed, religion, color, national origin/nationality, ancestry, age, sex/gender (including pregnancy), marital status, familial status, affectional or sexual orientation, gender identity or expression, domestic partnership status, atypical hereditary cellular or blood trait, genetic information, disability (including perceived disability, physical, mental, and/or intellectual disabilities), or liability for services in the Armed Forces of the United States.

Affirmative Action

Stockton University stands firmly committed to the principle of equal employment opportunity. The University employs a diverse population of individuals who represent various racial, ethnic, and economic backgrounds. The University strives to maintain and extend that diversity, not only to comply with state and federal statutes, but also to provide an educationally desirable environment. To that end, the university has developed an Affirmative Action Program to reaffirm and operationalize fully Stockton's commitment to equal opportunity for all job classifications. The sexual harassment of students or employees by faculty, administrators, other employees, or students is a form of sex discrimination prohibited by state and federal law. The University regards such behavior as a violation of the code of conduct required of all persons associated with the institution. In addition, the University complies with federal regulations which require it to employ and to advance the disabled, Vietnam-era veterans, and disabled veterans.

Names and Identified Pronouns

If you are interested in using a name or preferred pronoun other than what is listed on the roster, please do not hesitate to let us know. It is our express wish to respect one's ability to self-define their identity and this will be supported in the course by both the professor and students. It is also expected that it will be respected in their internship.

Student Policy Prohibiting Discrimination in the Academic/Educational Environment

Policy

The University is committed to providing every student with an environment free from discrimination or harassment. Under this policy, discrimination/harassment based upon the following protected categories are prohibited and will not be tolerated: race, creed, color, national origin, nationality, ancestry, age, sex/gender (including pregnancy), marital status, civil union status, domestic partnership status, familial status, religion, affectional or sexual orientation, gender identity or expression, atypical hereditary cellular or blood trait, genetic information, liability for service in the Armed Forces of the United States, or Disability.

Applicability

Prohibited discrimination/harassment undermines the integrity of the student relationship, compromises equal opportunity, debilitates morale, and interferes with educational productivity. This policy applies to all students at Stockton University. The University will not tolerate behavior and conduct that violates this policy by anyone in the community. This policy applies to conduct which occurs in the workplace/educational environment and extends to conduct which occurs at any location that can be reasonably regarded as an extension of the university, such as any field location, any off-site campus-related social function, or any facility where Stockton University business is being conducted and discussed.

This policy also applies to third party harassment. Third party harassment is unwelcome severe, pervasive, or persistent conduct involving any of the protected categories referred to in (a) above that is not directed at an individual but is a part of that individual's academic environment. Third party harassment based upon any of the aforementioned protected categories is prohibited by this policy.

Outside groups contracted by the University to perform on-campus services come under the purview of this statement.

If an agency, internship supervisor or any of its staff become aware of potential discrimination, harassment, or sexual misconduct involving a student-intern, please contact the Practicum Coordinator or assistant immediately. Also, you need to fill out an *Internship Incident Report* (see appendix.) The following resources are some of the most frequently utilized by our students:

CONFIDENTIAL RESOURCES

Women's Gender & Sexuality Center Hotline 609-849-8473

Counseling Center 609-652-4722

Avanzar 1-800-286-4184

(www.AvanzarNow.org is the county domestic violence/sexual assault program)

NON-CONFIDENTIAL RESOURCES

Stockton Police: 609-652-4390

Student Rights and Responsibilities: 609-626-3585

Title IX Coordinator, Valerie Hayes: 609-652-4693

APPENDIX

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**STOCKTON UNIVERSITY SOCIAL WORK PROGRAM
SENIOR PRACTICUM LEARNING CONTRACT**

SOWK 4901-Fall/4902-Spring

Student		Semester	Fall SOWK 4901 <input type="checkbox"/> / Spring SOWK 4902 <input type="checkbox"/> (Check One)
Agency		Internship Sup	
IS Email		IS Phone #	

Instructions: The practicum learning contract is a tool used to facilitate the student's learning process. It provides a foundation for the learning experience to achieve learning outcomes of the Social Work Program's Curriculum. Practicum learning objectives and learning activities provided by the internship should be clearly stated and integrated in the process of developing this agreement. The intended result of developing this contract is mutual clarity and consensus among all educational partners (student, supervisor social work program, and agency supervisor) regarding responsibilities, tasks, and processes to achieve specified learning outcomes. Consequently, the learning contract helps to set boundaries for the student and serves as the basis for evaluation of the student performance. It should be used to insure that the Social Work Program's educational objectives for the internship experience are met.

The student and supervisor should meet at the beginning of the semester to discuss agency expectations for student, outcomes expected by the Social Work Program, learning objectives, and agency-based learning assignments. All students are required to receive an orientation to their placement that includes topics of confidentiality and safety as well as a regular schedule for an hour of weekly supervision. These learning experiences should be incorporated in the learning contract. Over the course of the semester, it is suggested that the learning contract be continuously reviewed in supervision to assess the student's progress toward achieving the specified competencies.

The learning contract completion date and signatures of the student, supervisor, and Practicum Coordinator are required to reflect a mutual process and agreement between all parties in developing this document. The learning contract should be submitted on EXXAT

Competencies and Behaviors (the student will be able to...)	Learning Activities (the student will achieve this by....) <i>Must be SMART</i> <i>Must have at least 2 Activities for Each Competency</i>	Target Date
Competency 1: Demonstrate Ethical and Professional Behavior		
<ul style="list-style-type: none"> a. 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; The Nine Social Work Competencies 2022 Educational Policy and Accreditation Standards; b. demonstrates professional behavior; appearance; and oral, written, and electronic communication; c. use technology ethically and appropriately to facilitate practice outcomes; and d. use supervision and consultation to guide professional judgment and behavior 		

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice		
<ul style="list-style-type: none"> a. advocate for human rights at the individual, family, group, organizational, and community system levels; and b. engage in practices that advance human rights to promote social, racial, economic, and environmental justice. 		
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice		
<ul style="list-style-type: none"> a. demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and b. 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. 		
Competency 4: Engage in Practice-Informed Research and Research-Informed Practice		
<ul style="list-style-type: none"> a. apply research findings to inform and improve practice, policy, and programs; and 		

b. 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.		
Competency 5: Engage in Policy Practice		
a. 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 b. apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.		
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities		
a. apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies; and b. use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients		

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities		
<ul style="list-style-type: none"> a. 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 b. demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan. 		
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities		
<ul style="list-style-type: none"> a. engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and b. incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies. 		
Competency 9: Evaluate Practice with individuals, Families, Groups, organizations, and Communities		
<ul style="list-style-type: none"> a. select and use culturally responsive methods for evaluation of outcomes; and b. critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities. 		

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Student Signature: _____

Date: _____

Internship Supervisor Signature: _____

Date: _____

Practicum Coordinator: _____

Date: _____



JUNIOR PLACEMENT INTERVIEW EVALUATION

As many of our agency instructors know, we modified our model for the junior BSSW field experience. Our hope was to better, and more uniformly, prepare our students for their senior internship. This interview is now a classroom assignment, as well as a placement interview toward the student's senior internship. Please take a few minutes to evaluate the student's performance. You can either return this form to the student or email it to me at the address listed at the bottom.

Social Work Student: _____

Internship Instructor/Interviewer: _____

Date: _____

Please rate the student on a 1- 5 scale for each item:

1=Poor Performance 2=Below Expectation 3=Average Level 4=Above Expectation
5=Outstanding

1) Student's Professionalism (EPAS 2.1.1)

a. Appearance	1	2	3	4	5
b. Preparation	1	2	3	4	5
c. Attitude	1	2	3	4	5
d. Verbal Skills	1	2	3	4	5
e. Questions	1	2	3	4	5
f. Resume	1	2	3	4	5
g. OVERALL	1	2	3	4	5

- 2) Student's Respect for Difference and Diversity (EPAS 2.1.2) 1 2 3 4 5
- 3) Student's Appreciation of Ethical Practice (EPAS 2.1.1) 1 2 3 4 5
- 4) Student's Demonstration of Engagement Skills (EPAS 2.1.6) 1 2 3 4 5

Additional Comments or Feedback for Student:

5) How would you rate our current model for preparing junior social workers based on what has been explained thus far and what you experienced meeting the student today?

1 2 3 4 5

Unfavorable>----->Favorable

Thank you for your time. We will use your information as part of the student's overall evaluation, as well as for assessment of the new model's effectiveness.

Instructor/Interviewer Signature: _____

Please return to:

Douglas Deane

Stockton University

101 Vera King Farris Dr

SOBL H-201

Galloway, NJ 08205

Douglas.Deane@Stockton.edu

**STOCKTON UNIVERSITY
SOCIAL WORK PROGRAM
SENIOR PLACEMENT EVALUATION FORM
Social Work 4901-Fall/4902-Spring**

Name of Student:

Agency:

Internship Supervisor:

☐

Practicum I (SOWK 4901)

☐

Practicum II (SOWK 4902)

Total Hours Student Completed at Internship:

(200 Hours Required for Each Semester)

This evaluation provides an opportunity for internship supervisors to assess the student's knowledge, skills, and acquisition of competencies. The learning contract completed in the beginning of the semester should be the guide for assessing student performance. The evaluation should be a mutual process, with the student actively involved and signing this form once completed. Instructors should write a brief narrative addressing Items I through V below and complete the ***Performance Outcome Grid*** on the following pages.

I. Briefly list or describe the activities the student has been involved in during the semester.

II. Identify the student's strengths as you observed his/her internship activities.

III. What areas do you think the student needs to improve?

IV. What is the student’s potential for working in the profession of social work?

V. Other comments:

Rating Scale for Evaluation of Internship Placement Performance

Instructions: The standard by which an intern is to be compared is that of a new *beginning-level social worker*. The 9 competencies specified in this evaluation form are those established by our national accrediting organization (the Council on Social Work Education). Under each competency statement are several practice behaviors that we ask you to rate according to the following criteria:

5 = The intern excelled in consistently understanding and applying this practice behavior.

4 =The intern performed above expectations most of the time in understanding and application.

3 =The intern met the expectations for interns in demonstrating a basic understanding and application of this behavior.

2 =The intern has not as yet met the expectations in this area for understanding and/or application, but gives

Indication s/he will do so in the near future.

1 =The intern has not met the expectations in this area, and does not give

Indication s/he will do so in the near future.

The Internship Coordinator has responsibility for assigning the grade for the Field Seminar. The grade that is assigned will be based on: overall evaluation of the student's performance in their placement considering both the instructor's evaluation and other submitted materials such as seminar participation and assignments that integrate the internship with classroom instruction. Please check the number of the response that best represents your assessment of the student's performance in the competency area specified. Internship supervisors are encouraged to write comments to expand upon any competency rating if they so desire. **All items need at minimum a number rating.**

***Note:** Please rate the student accurately according to their demonstrated performance as this highlights areas for student growth and provides a fair comparison to other students preparing to graduate as generalist social work professionals.

Competency 1: Demonstrate Ethical and Professional Behavior		Comments:
a. 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;	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
b. demonstrate professional behavior; appearance; and oral, written, and electronic communication;	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
c. use technology ethically and appropriately to facilitate practice outcomes; and	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	

d. use supervision and consultation to guide professional judgment and behavior.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice		
a. advocate for human rights at the individual, family, group, organizational, and community system levels; and	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
b. engage in practices that advance human rights to promote social, racial, economic, and environmental justice.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice		
a. demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
b. 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.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
Competency 4: Engage in Practice-informed research and Research-informed Practice		
a. apply research findings to inform and improve practice, policy, and programs; and	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
b. 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.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
Competency 5: Engage in Policy Practice		

a. 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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
b. apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities		
a. apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies; and	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
b. use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities		
a. 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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
b. demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities		Comments:
a. engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	

b. incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
Competency 9: Evaluate Practice with individuals, Families, Groups, organizations, and Communities		
a. select and use culturally responsive methods for evaluation of outcomes; and	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	
b. critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> 5 4 3 2 1	

Please check one of the following:

- ☐ This intern has excelled in practicum placement by performing above expectations for interns.
- ☐ This intern has met the expectations of the practicum placement
- ☐ This intern is not yet ready for beginning level social work practice.
- ☐ This intern is not yet ready for beginning level social work practice, and has demonstrated serious problems in performance and perhaps should be encouraged to pursue another area of interest.

The internship grade will be determined jointly between the student, instructor and internship coordinator based on the student's performance in completing all tasks agreed upon as specified in their learning contract. Absenteeism, no calls and no shows will result in deductions from your internship grade. You must receive a passing grade from both the Practicum and Senior Seminar classes in order to finish the sequence or graduate. If you fail either, you will need to repeat both coincidentally.

Comments:

Signature of Instructor: _____ Date:

THE FOLLOWING SECTION SHOULD BE COMPLETED BY THE INTERN:

My internship supervisor and coordinator have discussed this evaluation with me, and I have received a copy. My agreement or disagreement follows: (Please Check the Appropriate Response)

- ☐ I agree with the evaluation.

☐ I do not agree with the evaluation.

Intern's Signature: _____ **Date:**

*****Note:** If the intern disagrees with the evaluation, they should state that disagreement in writing and submit a copy to the internship supervisor and internship coordinator of the Social Work Program, within 3 days of receiving the evaluation. A meeting between the student, coordinator, and faculty members as appropriate will then be held to discuss the disagreement.

STOCKTON UNIVERSITY SOCIAL WORK PROGRAM

STUDENT REQUEST FOR INTERNSHIP AT CURRENT WORK SETTING GUIDELINES

INSTRUCTIONS: Students who wish to negotiate an arrangement for an internship at their current place of employment in accordance with the Council on Social Work Educational (CSWE) Policy and Accreditation Standards must prepare a proposal using the following guidelines and submit it for approval to the Coordinator of Practicum Education. Where appropriate, your work site administrator who has authority to grant permission for release time for this internship, should be contacted before you submit the proposal to the coordinator. Your proposal must be approved in writing by the coordinator before you are permitted to earn hours. It is therefore important that students complete and submit their proposals for approval no later than the end of the spring semester.

CSWE Requirements:

- Students requesting permission to have a practicum placement with a current employer must be supervised by an approved internship supervisor who does not supervise them during their paid employment hours.
- Students must complete tasks and assignments as an intern that are totally different than those tasks, assignments, responsibilities, and duties they complete as paid employees. These tasks should also provide the intern opportunities to develop required skills and competencies.

This proposal should be typed and include the following information:

1. Name
2. Home Address (Street/City/State/Zip)
3. Telephone Number: (Home & Business)
4. Date
5. Year of Student in Social Work Program (e.g., BSSW, 1st year MSW, 2nd year MSW, etc.)
6. Description and Function of the Agency (Name, Address, Telephone Number).
7. Student Employee Status (job title, function, job description, how long in position, name of immediate employment supervisor).
8. Proposed Internship Experience (placement function, address if different than above, clients to be served, supervisor for placement).
9. Proposed Learning Objectives: Assignment/Range of Tasks to Meet Learning Objectives; Proposed Internship Supervisor including frequency and times for supervision.
10. Weeks, days, times for proposed internship hours to be completed.
11. Describe how internship tasks and activities are substantially different from those the student completes as a paid employee.
12. Attach the current resume of the proposed internship supervisor and a letter from the agency director/administrator stating that they have reviewed the proposal and are in agreement.

*Note: Make sure that the tasks proposed for the internship meet the curriculum goals and objectives for the student's level of study.

Submit the completed proposal to:

Douglas Deane, Coordinator of BSSW Practicum Education
Stockton University
Social Work Program
101 Vera King Farris Drive, H-223
Galloway, NJ 08205-9441
Douglas.Deane@Stockton.edu

Stockton University Social Work Program

INTERNSHIP APPLICATION AND INFORMATION

Information:

In the spring semester, you will be introduced to internship education through a combination of coursework, virtual visits as a group, a structured interview, guest speakers and assignments. You will be introduced to different types of social work and differing roles among social work professionals in these agencies. You will be prepared in foundational competencies including professionalism, engagement skills, cultural competency, application of ethical standards, and recognition of social justice issues. This internship application will introduce you to the Coordinator of Practicum Education, Douglas Deane, and the two Assistant Coordinators, Hilda Rivera and Christine Lill. Your demographic information, geographic preferences, social work areas of interest and essay answers will allow the program to assess your learning needs and experience. At your third Practicum Prep class, you will be assigned a social worker at an agency who you are expected to contact to set up a pre-placement interview. You will be evaluated as to your readiness for a senior internship through a structured interview assessing your demonstration of the 5 foundational competencies. If evaluated favorably, this will be your 400-hour senior internship beginning next fall.

Please ensure that you leave enough time to complete, edit, and submit the application no later than **December 1st** on EXXAT. **Please submit the typed application, typed essay answers, and informed consent as one document.**

Faculty will review your application and notify you of your assigned internship agency with whom you will interview at the third meeting of Practicum Prep in the spring. We are interested in what type of agency you prefer, what geographic area you prefer, and any additional information that you feel the Practicum Coordinators should know in order to place you in an agency that meets program requirements and your preferences as closely as possible.

Most internship opportunities are available during weekday and daytime hours. Internships are learning experiences that support the integration of classroom knowledge with applied experience and are supervised by a professional instructor. Frequently this supervision is not available during evening or weekend hours in agencies. **It is therefore the responsibility of students to accommodate their schedules to internship availability.** Students are not allowed to arrange their own internships. Internships where students are employed must be pre-approved by the coordinator and meet Council on Social Work Education requirements and additional documentation is required. Please read and review our Practicum Manual on the social work website for all policies related to internship education.

Your completion and submission of this application is your first internship assignment. Therefore, it should be professionally presented, complete, thorough, and submitted on time. **Late applications will not be accepted, meaning that you cannot proceed with the junior sequence in the spring semester.** It provides practicum coordinators with a first impression of your ability, as well as it demonstrates your readiness to enter an agency as a social work intern. Your essay answers should reflect your experience and self-awareness as to why you are pursuing a career in social work.

INTERNSHIP APPLICATION

Directions: Complete and submit this application on EXXAT as an ungraded assignment. All applications will then be compiled in a separate folder for review by faculty and coordinators to assign placement for senior internship. Late applications will not be accepted.

Student Name: _____ Date Completed: _____

Address:

Street

City

State

Zip Code

Telephone Number: _____ Cell Number: _____

Stockton E-Mail Address: _____

Theory & Methods' Instructor: _____

Are you fluent in a language other than English? _____ Yes _____ No

If yes, specify: _____

Transportation Concerns (For example, no car, limited to public transportation, etc.):

Geographic Preferences (List first three counties of choice with a 1, 2 and 3):

Atlantic____ Burlington____ Camden____ Cape May____ Cumberland____

Gloucester _____ Monmouth____ Ocean_____ Salem .

Other

***YOU MUST HAVE THREE**

The **Practicum Manual** is on the Social Work Webpage and on the Portal.

Your signature verifies that you have read the Internship Manual as you are responsible for understanding and adhering to the policies stated therein: _____

Human Service Setting Preferences (Please list 3 general types of agencies. For example, family services, mental health, school, medical, corrections etc.):

1)

2)

3)

Will you be pursuing?

Child Welfare Concentration or Childhood Studies Minor _____ Yes _____ No

Gerontology Minor _____ Yes _____ No

Are you a student with a disability and wish to request accommodations in your placement? All accommodations must be outlined **specific to** an internship (as opposed to a course) and verified through official documentation provided by the Learning Access Center. Please advise of the accommodations requested in the space below:

Are you a student with a criminal record and/or history of child abuse charges and wish to disclose in order to facilitate placement in an internship where these factors will not impose restrictions? You are under no obligation to disclose this information. However, such disclosure, if made during the application process, will help coordinators in making an appropriate internship arrangement on your behalf.

Self-Assessment (Be accurate as your answers will be compared with those of your current professors)

1) How often do you edit your assignments before submitting (including peers, advisors, writing center)?

0 _____ 1-3 times _____ 4 or more _____

2) Do you ask for help when overwhelmed, uncertain or stressed? If yes, how often per week?

No _____ Yes, 1-3 times per week _____ Yes, 4 or more times per week

3) How confident are you that social work is a good fit for a career?

Extremely Confident

Fairly Confident

Not Confident at All

4) How confident are you as to your readiness to successfully intern in the field?

Unsure

Moderately Ready

Prepared

5) How frequently are you late for class and/or in submitting assignments?

Never

Sometimes

Often

Consent for Release and/or Exchange of Student Information

I hereby authorize Stockton University, Social Work Program, practicum coordinators, and faculty to share pertinent personal information particularly criminal background, felony convictions, physical health, mental health, and/or disability status for the purpose of securing and/or maintaining an internship that meets Social Work Program standards with agency representatives and instructors as appropriate.

I understand that this information will be used solely for the purpose noted above and to fulfil my own educational needs to achieve professional competencies. This consent is in effect for the duration of my admission to the Social Work Program unless revoked in writing. I hereby hold harmless the coordinators, and faculty and Stockton University from and against any and all claims resulting from the release and/or exchange of information about me during or after the completion of my academic program.

Option #1. I consent to the release and/or exchange of personal information as noted above:

_____	_____
Student's Signature	Date
_____	_____
Witness	Date

Option #2. I do not consent to the release and/or exchange of personal information as noted above:

_____	_____
Student's Signature	Date
_____	_____
Witness	Date

This application should be completed and submitted on EXXAT

Stockton University Social Work Program Internship Application & Program Admission Essay

Instructions:

You are formally applying for acceptance in the Social Work Program by completing the Junior Internship Application. For the faculty to get to know you better and your interest in social work, we are requesting a self-assessment essay that describes your professional development and current interests. Hopefully, this will enable you to thoughtfully examine your career choice in the profession of social work, your strengths and weaknesses, and the learning tasks you feel you should focus on during the upcoming semester. Please type your answers to the following questions in essay format:

1. What do you think is the purpose of social work in society? **How is this purpose expressed in what social workers do?**
2. What aspect of social work appeals to you? Why? What aspect of social work does not appeal to you? Why?
3. Describe any personal experiences that significantly influenced you to become a social worker (e.g., family, friends, significant adults, personal problems, political issues, religious convictions, job market).
4. Have you had any work, volunteer, or county college internship experience in social work? Describe its relevance to your learning and preparation for the field?
5. What personal qualities do you possess that will **aid you** in becoming a social worker? What personal qualities do you possess that might **hinder you** from becoming a social worker?
6. Are there any limitations or challenges (health, employment needs, financial circumstances, family problems) which may affect your involvement in full time studies and hinder your ability to complete an internship?
7. In what ways will an internship prepare you as a social worker and as a professional?

This application should be completed on EXXAT

Douglas Deane, Coordinator of BSSW Practicum Education
Douglas.Deane@Stockton.edu

Office H-223 (609)626-3562

101 Vera King Farris|Drive Galloway NJ 08205 9411 SOCIAL WORK PROGRAM

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**Social Work Internship Education
Affirmation and Acknowledgement of Risk**

I, _____, affirm and acknowledge that I have read the Stockton University Social Work Student Handbook and Internship Manual and understand the nature of social work practicum involving regular engagement in on-site, in-person and virtual practicum activities in a social service setting.

(Please carefully read and then initial each of the following statements):

_____ I acknowledge that there are certain risks inherent in my participation in this internship, including, but not limited to risks arising from:

- Driving to and from the internship site, or while in the course of practicum activities; (Stockton's Social Work Program directs students not to transport clients/consumers of their internship at any time for any reason nor to drive agency vehicles. However, if a student of their own free will decides to drive their own vehicle or to drive an agency vehicle they have done so at their own risk. Stockton University assumes no liability.)
- Unpredictable or violent behavior of certain client populations served by the internship site;
- Exposure to infectious diseases, including tuberculosis or other airborne pathogens (e.g., COVID-19), and hepatitis, HIV or other bloodborne pathogens.

_____ I understand that it is my responsibility to follow safe practices as set by Stockton University and my internship site, as well as those required by our state and federal governments. Information specific to COVID-19 Control and Prevention can be found on the following website: <https://www.osha.gov/SLTC/covid-19/controlprevention.html>

_____ I acknowledge that all risks cannot be prevented and could result in my bodily injury, up to and including death, and agree to assume those risks with no liability being held by the internship site or University. I agree that it is my responsibility to understand and follow the internship site's policies and procedures designed to identify and control risks, including safety and security procedures and policies, and to obtain any immunizations and/or vaccines which the internship site and University may recommend and/or require.

_____ I acknowledge that the University and or the placement/internship site may require a Covid 19 vaccination. I acknowledge that should I refuse or obtain a legal exemption; the field site has the right to terminate the internship. The University Internship Coordinators can seek an alternative placement which may cause an interruption in the internship hours which could affect my graduation date. I acknowledge that there is no guarantee that the University Coordinators will be able to find an alternative placement.

_____ I acknowledge that it is my responsibility to bring to the University's and/or Social Work Department's attention any information regarding the practicum placement/internship site being unsafe or otherwise improper.

_____ If I require emergency medical treatment as a result of accident or illness arising during the practicum, I consent to such treatment. I acknowledge that Stockton University does not provide health and accident insurance for internship site participants, and I agree to be financially responsible for any medical bills incurred as a result of emergency or other medical treatments. I will notify my Agency Supervisor and Stockton's Internship Coordinator if I receive medical or emergency treatment related to my internship.

_____ I acknowledge that the social work profession is not risk free and that by extension, practical training (internship) for the profession is not risk free either. I voluntarily participate in this practicum placement despite these risks, with the understanding that successful completion is a requirement to obtain a Bachelor of Science in Social Work (BSSW) degree and/or a Master of Social Work (MSW) degree.

_____ I acknowledge that if I have health issues or am not comfortable participating in the field internship, I can elect to postpone my internship to a later date, knowing that it will affect my course schedule and projected graduation date.

_____ I understand if I have any question as to whether a physical or medical condition would prevent my full participation in any of the abovementioned courses, I should approach the Stockton University Social Work Program Coordinator as well as the Social Work Internship Coordinator and the University Wellness Learning Access Program Center who will discuss possible accommodations.

_____ I acknowledge that engaging in an internship may require a degree of skill and knowledge different from other activities and that I have responsibilities as a participant. It has been explained to me, and I understand, that Stockton University Social Work Internship Coordinators are available to discuss any questions or concerns I have about the nature and physical demands of this placement activity and the inherent risks, hazards, and dangers associated with this activity. I represent that I am otherwise capable, with or without accommodation, to participate in the placement and Practicum courses.

_____ I understand that Stockton and its Social Work Program are not agents of, and have no responsibility for, any third party which may provide any services including food, lodging, travel, or other goods or services associated with the internship. Stockton and the Social Work Program accept no responsibility, in whole or in part, for delays, loss, damage or injury to persons or property whatsoever, caused to me or others while traveling or participating in designated activities. I further understand that Stockton and its Social Work Program are not responsible for matters that are beyond their control. I acknowledge that Stockton University and the Social Work Program reserve the right to cancel the internship without penalty or to make any modification to the internship and/or academic program they deem necessary.

Signature: I indicate that by my signature below that I have read the terms and conditions of participation and agree to abide by them. I acknowledge that I have carefully read and understand this Affirmation and Acknowledgement of Risk Form. Further I understand that this consent is in effect for the duration of my admission to the Social Work Program unless revoked in writing.

Student Signature

Date

Social Work Practicum Coordinator

Date



Internship Incident Report

Date of Incident:

Name of Student Involved:

Description of Incident:

Submitted by:

Date Submitted:

Completed Report Should Be Submitted To:

Douglas Deane, Coordinator of BSSW Practicum Education

Stockton University

101 Vera King Farris Drive

Galloway, NJ 08205-9441

Douglas.Deane@Stockton.edu

(609) 626-3562

Internship Visit Form

This form is to be completed by the liaison at the completion of any contact including telephone, e-mail, virtual, and/or site visit with an agency or agency instructor.

Date of Contact:	<div style="display: flex; justify-content: flex-end; align-items: center;"> <div style="margin-right: 10px;">○</div> Virtual </div> <div style="display: flex; justify-content: flex-end; align-items: center;"> <div style="margin-right: 10px;">○</div> In person </div> <div style="display: flex; justify-content: flex-end; align-items: center;"> <div style="margin-right: 10px;">○</div> Phone </div> <div style="display: flex; justify-content: flex-end; align-items: center;"> <div style="margin-right: 10px;">○</div> Email </div>
Agency	
Person (s) Involved :	<div style="border-bottom: 1px solid black; padding-bottom: 5px;">Student:</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;">Instructor:</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;">Liaison:</div>
Issues Discussed:	<div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> Orientation/Safety</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> Learning Contract:</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> Competency # 4: Engage in Practice-informed research and Research-informed Practice</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> Competency # 5: Engage in Policy Practice</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> Competency # 9: Evaluate Practice with individuals, Families, Groups, organizations, and Communities</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> SIPI Yes <input type="checkbox"/> No <input type="checkbox"/> Interested? <input type="checkbox"/></div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> Practicum experience-Classroom learning connection</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> Anti-Racism, Equity, Diversity, Inclusion</div> <div style="border-bottom: 1px solid black; padding-bottom: 5px;"><input type="checkbox"/> Other</div>
Comments/Activities:	
Assessment of Student's Performance in Practicum at the time of contact:	
Action to Be Taken:	
Student's Signature:	
Instructor's Signature:	
Coordinator's Signature:	