

Agency Instructor Training Session

June 1st and 2nd, 2016



Agenda

1. Recommended Practices for Social Work Student Supervision
2. Agency Orientation Activities

What Makes for a Healthy Field Experience

1. Agency and staff have a strong, positive learning environment
 - a. Value students
 - b. Feel they can contribute to the next generation of social workers
 - c. Open to be observed
 - d. Open to debriefing based on being observed
2. Collaborative, supportive connection between Agency Instructor and Student
3. Opportunities to observe and debrief (Social Learning Theory)
4. Multiple opportunities to practice (Experiential and Adult Learning Theory)

Essential Components for Good Feedback/Coaching

1. Timely
2. Specific/Concrete
3. Discussion of alternative approaches
4. Use of self-disclosure about own learning challenges
5. Connection between classroom and field
6. Discussion of organizational/local/state/national structural components that impact interventions

Components of the Supervisory Role

ADMINISTRATIVE HAT

- 1 - Orientation to agency procedures
- 2 - Set up internship activities
- 3 - Paperwork (profile, contract, vitae)
- 4 - Evaluations (midterm and final)
- 5 - Code of Ethics



Components of the Supervisory Role

SUPPORTIVE HAT

- 1 - Positive relationship
- 2 - Professional boundaries
- 3 - Self-Care



Components of the Supervisory Role

EDUCATIONAL HAT

- 1 - Trainings
- 2 - Agency procedures
- 3 - Client base
- 4 - Community population/demographics
- 5 - Practice skills (engage, assess, treat, evaluate...
micro, mezzo, macro levels)
- 6 - Critical thinking skills



Results of Good Supervision.....

- 1 - Student satisfaction with experience
- 2 - Desire to work for/with agency
- 3 - Ability to critically think
- 4 - Positive outcomes for client base

Orientation Activities - Why Important

- 1 - Sets the tone for a positive field experience
- 2 - Alleviates fear and anxiety
- 3 - Leaves more time for experiencing and learning
- 4 - Feel welcome at the agency

Resources Used/Credit Due

Azusa Pacific University, Module 2: Conducting a Successful Agency Orientation

Breaking Out of the Box: Adventure-Based Field Instruction (Ward, K. & Mama, R. S., 3rd edition, Lyceum Books, Inc.)

Charlton College of Business, Michael Griffin

Iowa Department of Human Services, Julie Pitzen

NASW Iowa Chapter, Clinical Supervision in Social Work, 2010

University of New Zealand, Kieran O'Donoghue PhD, 1999

University of Toronto

Wheaton Franciscan Healthcare/Covenant Medical Center, Stacey Smith, RN

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