UNI Social Work Program Field Data 2019-2020
Date: October 5, 2020

Field Placement Partners (as of September 2020)

<table>
<thead>
<tr>
<th>Total Sites</th>
<th>BA</th>
<th>MSW Foundation</th>
<th>MSW Specialization</th>
</tr>
</thead>
<tbody>
<tr>
<td>5 Cedar Valley</td>
<td>105 sites</td>
<td>84</td>
<td>50</td>
</tr>
<tr>
<td>109 Communities</td>
<td>450 sites</td>
<td>328</td>
<td>205</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>OUT OF STATE</th>
<th>Total Sites</th>
<th>BA</th>
<th>MSW Foundation</th>
<th>MSW Specialization</th>
</tr>
</thead>
<tbody>
<tr>
<td>15 states</td>
<td>37</td>
<td>32</td>
<td>11</td>
<td>12</td>
</tr>
</tbody>
</table>

INTERNATIONAL PARTNERS (BA students only)

- Seoul Women's University, Korea (120 hours)
- Veritas Universidad in San José, Costa Rica (240 to 480 hours)
- In the Works: University of Tasmania, Australia

Field Student Numbers:

Location for 2019-20:
Cedar Valley = 66%
Out of area = 31%
Out of state = 3%
Location for 2019-20:
Cedar Valley = 50%
Out of Area = 39%
Out of State = 11%
*includes online MSW program students

MSW Foundation Field Students

MSW Sp Field Students

Location for 2019-20:
Cedar Valley = 59%
Out of Area = 41%
*includes online MSW program students
Degrees of Field Supervisors:

Goal: 50% or more supervisors have SW degrees

Department efforts to promote/maintain SW degree’d supervisors:
- Spring 2014
  - Clearly articulate CSWE AI degree requirements on contracts, AI orientation information and field manuals
- Summer 2015
  - Waived TIC Conference fee for AIs
- Fall 2016
  - Have agency’s identify SW degree’d staff on profile at time of approval
  - Maintain an alumni list of employment to reference when sites are approved/students are assigned non-SW degree’d supervisor
- Spring 2018
  - IA licensed SWers can get up to 6 CEUs/2 years for supervising SW field student

Student feedback:

<table>
<thead>
<tr>
<th>Number of Sites Rec’d by Students for Future interns</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undergraduate 98%</td>
</tr>
<tr>
<td>MSW Foundation Online – 95% &amp; On campus – 80% (COVID related issues or no reason given)</td>
</tr>
<tr>
<td>MSW Specialization 93%</td>
</tr>
</tbody>
</table>
Student feedback on how the agency orientation introduced them to the agency's functions, purpose, and structure.

Agency orientation helped me to feel more settled and prepared for my internship. They did a great job! We had a 2 day extensive training that covered confidentiality, ethics and the agency mission statement. My agency was very welcoming and the staff was very friendly and the children were nice. I felt the orientation gave me important information about agency operations, expectations, purpose and hierarchy.

My supervisor did a great job of showing me around and making me feel comfortable when I first got to site. She explained how everything worked and always welcomed questions.

My supervisor did well in explaining what she did not did not really do a great job with the structure of the agency. This mainly includes referrals to other resources for clients.

Learned stuff first day and importance of it all. I felt very informed and had a good understanding of this information when I started. I also continued to develop this knowledge throughout my time in this placement.

Supervisor was very quick to provide all the necessary information surrounding this internship. I was introduced to the company’s policies and values very early on. Acclimating to this company was very easy. Due to not having a social worker there, I think that having one could have benefitted me more, but with what they were able to teach me was very resourceful.

COVID threw a curve ball but they did SUCH a great job entering me in.

Student feedback on how the agency instructor promoted and supported self-care activities so student was able to positively cope with the emotional impact of the field experiences.

Wish there was a little more involvement, but overall this was good.

My agency supervisor was always willing to talk and answer questions.

My supervisor went out of his way on several occasions to check in on me and provide opportunities to discuss emotionally charged aspects of the job, how to handle it and other questions or concerns I may have.

If I ever had a concern, my supervisor was always there to listen. Supervisor always debriefed with me after I met with clients on my own or when we went together. She always made me feel comfortable to provide feedback and ask questions and made sure I was doing well emotionally.
Supervisor is the absolute best!
I did not really receive much support from my supervisor. I was asked once if I had enough sleep and that is about it.
She made me well aware of how operations work and meaning of food insecurity.
Supervisor has been excellent in helping with any emotion.
Both my supervisor and other colleagues were extremely thorough in helping me develop coping strategies, and learn about taking care of myself while I am in social work fields.
If I had issues, I primarily reported back to shift supervisor. If issues grew to be too serious or were specifically internship related, I reported back to my supervisor. Supervisor was quick to assist me in any way that he possibly could.
I believe this was more so the other way around. They didn’t have the education background on how to cope with second-hand trauma, so I was able to share some of my self-care habits with them in order for it not to greatly affect me.
All I can say is WOW, very caring people.

**Student feedback on how the agency instructor was helpful in developing their Learning Plan.**
They definitely helped and provided direction.
My agency supervisor was very helpful in developing the learning plan.
Supervisor was clear about what experiences the agency could offer and reach out to other service providers to provide additional experiences his site could not offer.
Always willing to learn and helped advocate for me.
My supervisor reviewed my learning plan with me and adjusted some of the expectations for myself which helped.
My supervisor followed my learning plan as much as she could!
My supervisor was excellent in coming up with ideas on how to meet every competency, even though things were rapidly changing and difficult to project at times.
I felt like my supervisor couldn’t really assist me in drafting a learning plan. Supervisor doesn’t have a degree in social work, which made obtaining help in this aspect of my internship difficult. I developed my learning plan on my own.
Always ready to answer my questions, very helpful.

**Student feedback on their overall experience in developing their social work skills.**
Though I had to do the last several weeks of my internship remotely, the in-person time I had was very beneficial and I feel I learned so much and gained very valuable experience. I feel much more prepared to enter the field now after my internship.
I feel like I have a much better understanding of the social work field after having hands-on experience.
I felt like I had more time interacting with the children than doing social work activities but I absolutely loved my time there.
Honestly, I don’t think I could have asked for a better internship experience. It gave me several professional opportunities that allowed me to apply what I learned in the classroom. I’ve definitely improved without a doubt.
My supervisor did not have an educational background in social work.
There were times at the beginning of my field experience that I was concerned I would never be able to do much on my own, but after a few weeks I was given more and more tasks until eventually I was able to take some clients mostly on my own which helped me develop interviewing skills and therapeutic ways to engage clients in treatment.
I was able to approach supervisor at any time with questions/concerns. She was always trying to find new
things to teach me. I feel like I could have done more at this agency. But, we’re so limited to what we can do, especially as an undergraduate student. We aren’t able to do xxxx and all I did was act like a secretary. It was a stretch for SW, but it helped me get out of my comfort zone working with adults. I have been able to get wonderful experience. It is never the same thing, very exciting and fast paced. I feel as though I developed my social work skills immensely during my time at the agency. I got to observe and practice skills from multiple different employees so I was getting a fresh experience. I obtained plenty of valuable skills while working with this agency. I felt that my learning was hindered through limited opportunities for hands on experience or meetings. I didn’t learn as much as I would have liked primarily due to the fact that -- as I sent out emails to plenty of people on staff -- many of the emails went unnoticed and not responded to. Again, there was no social worker to base it off of, but they did a very good job and helped me fit right in. I feel like I learned so much with a limited platform because of COVID. I feel very prepared for the real world and I have the agency and school to thank.

**Student feedback on the agency instructor’s weekly supervisory sessions.**
We did not have formal weekly meetings. She would informally check on me throughout the week, but did not have formal sessions with me every week to discuss how my internship was going. Our office was always so busy, I didn’t want to take time away from the other things that needed done. We never really had set meetings she would just pull me aside and we would talk whenever. We talked on a daily basis. We met every Monday or Tuesday and sometimes even more depending on the workload we had for the week. I never felt like my supervisor is inaccessible when I needed help, had questions or had concerns to express. If he knew he was going to be gone for a day or two, he would help line me up to work with another staff member in the office, which I very much appreciated. I was with my supervisor every day. I spent a good amount of time with my supervisor which I found extremely helpful. She allowed me to be independent but also checked in on me periodically and challenged me by asking questions I had not considered before. We discussed my summaries of learning each week as well. Supervisor gave me instructions every week, although instructions weren’t very clear and left me confused most of the time. Whenever I’d ask questions, supervisor gave me vague answers or would tell mw to ask someone else or “look it up”. Supervisor was awesome at getting together and talking about weekly plans and new things to experience. We had scheduled set times each week for us to have supervision, and communicating any changes was easy and consistent.” Supervisor and I met several times for brief periods of time. Overall, I felt like we could have met more. Because supervisor didn’t have a social work degree, it made it difficult to feel like he was able to educate me in this field. Some weeks were very busy and we did not hold all of them, but the ones held regularly were a good experience. We were always in contact!
ONLINE MSW Foundation Student Feedback

Student feedback on how the agency orientation introduced them to the agency's functions, purpose, and structure.

Supervisor did a great job showing me around and introducing me to all the staff. Explaining the expectation of the office and internship.

I felt that the agency orientation was adequate. I believe that there could have been some more introductions to other staff members as well as the agency itself. I feel that I learned a lot of this as I moved through the practicum. In addition, the orientation process was held up a lot by the agency’s corporate legal team taking forever to complete the educational agreement with UNI which caused me to have some problems with being able to complete certain aspects of the practicum for the first month or so until that was finalized. Then after that, I had to go through the agency’s official hiring process for interns and complete all of the training requirements then.

My experience was somewhat different, given that my internship was not a new agency to me. However, my agency supervisor and I did meet to discuss how to set up my internship, in order to avoid overlap with current job duties, and lay out projects to address within my field hours.

I had a great orientation to the agency. They helped me understand Crisis Intervention Service and answered all my questions.

Although there was not a formal orientation, information was readily accessible.

Student feedback on how the agency instructor promoted and supported self-care activities so student was able to positively cope with the emotional impact of the field experiences.

Supervisor was very helpful and encouraging during emotional and stressful times. She was intuitive and responded to my needs in an appropriate manner.

Supervisor made sure to check in with me on a regular basis to make sure that I was doing okay. I had supervision with her weekly and group supervision weekly as well.

I think that my agency instructor did really well in this regard. He was constantly checking in with me and making sure that I was doing okay both with the practicum as well as graduate school in general. He would also offer advice or compare experiences to when he was in graduate school and how he handled the various things that we would discuss, including stress, worry, etc. This was usually one of the first things that we discussed at the start of the week. I felt also that he was usually always available when I had some concerns
about things that I was experiencing during the practicum and was usually available via email or phone if we were not at the clinic at the same time.

My agency field supervisor was a supportive sounding board through my field experience. My supervisors, along with the other professionals at the site were very caring and helped me to understand and manage my feelings when there was an emotional impact related to the field work. Working with victims of violence was emotional at times and I learned from many of my coworkers how to handle the stress in various ways. My supervisor was also a good listener and challenged me to make sure I was keeping a professional distance and maintaining my good emotional health throughout the experience.

**Student feedback on how the agency instructor was helpful in developing their Learning Plan.**

Supervisor was very helpful in developing and implementing tasks that were appropriate for the learning plan. Supervisor was very helpful and took time to work with me on this.

My agency instructor was very helpful in working with me to develop my Learning Plan. We sat down and went through all of the practice behaviors and discussed how we might apply what I would be learning and doing in my practicum to fulfill each of the requirements. We would also consistently go through the learning plan and the mid-term evaluation to compare and address areas that I still needed to cover and he did well in providing areas that would cover all of the practice behaviors.

My agency supervisor spent quite a bit of time assisting me in developing my learning plan, as well as reviewing it throughout the field experience.

My supervisors along with other supervisors at site helped me to develop and then accomplish the goals identified in the learning plan.

**Student feedback on their overall experience in developing their social work skills.**

This experience was very broad, and allowed a lot of opportunities to independently use social work skills. There was a lot of opportunity to develop and build upon the skills that I already learned in the MSW program to date. There was a vastly diverse population of patients that allowed for various skills to be used and explored. I also utilized supervision a lot to process through patient encounters to not only receive feedback but also advice on how to approach a similar situation in the future. I believe that there was ample opportunity to utilize many different skills and I was able to see firsthand how these skills can be applied outside of a classroom setting and in working with real patients in my practicum. I also felt that utilizing these skills and discussing things with my agency instructor increased my level of competence in many of the areas that I felt I was not prepared for but feel much more adequate in using those skills now.

I was pleasantly surprised by the opportunities I experienced during my internship, even at an agency I have worked at for several years. The field experience hours allowed me an opportunity and outlet to develop projects and develop social work skills by focusing outside of my regular job duties.

Between the agency experience and the classroom work with UNI faculty, I learned a ton! I am so much more informed and I feel capable and accomplished as a result of this field experience. I am energized and enthusiastic about the work I will be able to do once I complete the MSW program.

**Student feedback on the agency instructor’s weekly supervisory sessions.**

Supervisor and I were able to connect each day of the internship, allowing for instruction as needed. Supervisor was very helpful in accommodating one full hour each week for supervision. Just hard to schedule due to her working in multiple offices, otherwise no issues.

I feel that this was also a very strong area for my agency instructor as we were constantly meeting to discuss
things. Towards the beginning of the practicum, I shadowed a lot because of the lack of an educational agreement being completed and I technically couldn’t do anything on my own. I got to see first-hand how my agency instructor engaged with patients and completed the tasks of his job. I then got to start doing many of the tasks as well and supervision was used on a constant basis to explore how patient encounters went and how skills could be improved or patient engagement modified depending on the specific patient and their needs.

My agency supervisor consistently met with me on Friday mornings throughout my field experience. We scheduled bi-weekly meetings. I had meetings with supervisors at site at least weekly during the summer, but when I had fewer hours in the fall the meetings were held bi-weekly. I always had a mentor to call on if I had trouble or questions. Agency instructor was always willing to schedule an additional time in order to comply with minimum supervision.

**On Campus MSW Foundation Student Feedback**

The agency orientation introduced you to the agency’s functions, purpose, and structure. Supervisor is a very well-spoken individual.

I did not receive an official orientation or required trainings for the agency. I believe this was the first time the agency supervised an MSW student rather than a BSW so there was kinks and new things to figure out. I believe my status as an MSW student and previous professional experience also may have contributed to the agency overlooking an official orientation. Many of the topics that would be discussed during an orientation I was already aware of or were discussed throughout my field experience. Although I did not receive an orientation, I do not think that it hindered my understanding or experience with the agency.

I had an entire orientation and tour during my interview and during my first week. Supervisors teaching style is very “trial by fire”. She’s good at assessing your comfort level and letting you know when she’s about to throw you into a new experience. My first day at the agency met this “trial by fire” description. I learn best this way, so I enjoyed the immediate exposure to the [program], client staffing meetings, and community partnership negotiations. We looked at Agency Orientation paperwork later in the first week after I already have gained some context to the way procedures and policies were written.

The day I was supposed to have orientation, my supervisor was very busy with other matters (that definitely happens in social work!), I met with his intern at the time and she gave me a tour of the building. I never felt that I had a formal orientation, but my supervisor did make himself available to answer questions as they came.

Since site is a very small placement, there was not a very structured orientation. However, supervisor was really good at covering what she thought was important and when I will ask about anything she always had or would look for the answer. One of the things that we, supervisor and I, came up with was an orientation guide I helped put together and supervisor will look at it and hopefully use it in the future.

The agency instructor was able to help you cope with the emotional impact of your field experiences. Supervisor was very helpful and there for me when I had questions or was not feeling good about certain things.

Supervisor was very good at dissecting my emotions during the debrief session, very personable and empathetic.

I am putting in very limited hours and so I have not really met with many clients or experienced those situations yet.

My agency instructor did a wonderful job checking in with me, and providing opportunities to process events that arose during my field placement and providing guidance throughout the field experience. Supervisor is the best supervisor I’ve ever had. She stays in close contact with me throughout the day and
always answers any questions I have. She checks in with me after I run groups and before and after I run therapy.

Supervisor’s extensive experience has provided her with a lot of perspective on working with people who have very complex and sometimes heartbreaking stories. Supervisor was always willing to reflect and process with me when I asked. Supervisor is very straightforward. Do not confuse this for being insensitive or harsh, as she cares deeply for her staff and clients and advocates for them fiercely.

She was open to my concerns and willing to listen when necessary. I appreciate that supervisor is very open when talking professionally and personally. She is very knowledgeable and passionate about her work and it helped me to feel more secure during my internship.

**The agency instructor was helpful in developing, in consultation with you, your Learning Plan.**

It was quite clear that supervisor knew different pieces that needed to be covered.

My agency instructor provided me with resources and opportunities to apply towards my learning plan and creating it. The agency instructor met with me and provided feedback for developing the learning plan. Since having an MSW student was new to the agency, the learning plan expectations were different than examples they had on file. Looking back I think it would have been beneficial to provide the learning plan template or an example in advance before the field experience began so they would have had sufficient time to review and understand expectations.

Supervisor and I came up with my learning plan together and it was very helpful for me because I had no idea what I was doing. Supervisor’s previous intern developed a learning plan which I adapted to create my own. When I first read through the previous intern’s learning plan, I’ll admit I was not really sure what to add in and what to expect. I think the learning plan I developed with supervisor is a good, but not necessarily identical, depiction of my internship experience. I recognize that the learning “plan” is just a “plan”, as most social workers cannot predict how the next day, or several months, might look.

I created my learning plan and my supervisor signed off on it. When it came time for midterm evaluations, I had to remind my supervisor several time to fill it out and it was not complete by the time faculty liaison came for the meeting.

It was new to both of us and she approached it with both grace and positive attitude.

At the beginning of the semester Supervisor came up with goals for the internship and then we developed a learning plan. I also appreciate that supervisor is a very understanding, open-minded and flexible person.

**Please check the field experiences you had during your field experience and rate your overall experience in developing your social work skills.**

*Site is a wonderful place to get your feet wet in the numerous aspects of social work.

The agency let me do as much as possible with the little hours I put in. Sites does not give a lot of counseling, or intervention plans and so in that sense I feel like there is a lot of practice that I still need to acquire from a different agency that offers counseling, intervention plans, and end of work relationship, etc.

This experience gave me a better understanding of working with a government agency and the expectations that go along with it. It also provided opportunities to understand human behavior and using critical thinking to assess behavior, safety, and problem solve in the context of the case/agency. It also provided me with opportunities to practice micro-skills when working with clients.

I loved this internship because supervisor trained me first, sat in with me in groups or therapy sessions, and really helped me hone my skills. I’m doubly confident with my skills now because of how dedicated Senora was to helping me learn.

Like most experiential learning opportunities, you will get out of this internship what you put in to it. Site social
workers do more “behind the scenes” work in supporting people with complex needs. I committed to learning the site “lingo,” did background research on mental illness and disability and substance use disorders, and worked to build relationships with staff members. I expected to work with clients face-to-face a little more than I did. When I let go of this expectation, I gained a lot more appreciation for how complicated systems of services—and the people who run them—can be. When I did work with clients face-to-face, I did my best to practice reflection of feelings, restating content, encouragement not praise, and showing positive regard. The opportunities I had to work with clients really demonstrated to me how differently social workers are trained compared to other service professionals. At site, you will work with large and sometimes cumbersome teams of nurses, doctors, prison staff, disability direct service providers, guardians, family members, and law enforcement. I recognized that as a social worker I can bring different perspectives and skill set to those team meetings. This was really valuable for me. I’m really proud of my contributions to several ongoing site programs and projects. I developed a screening tool for mobile crisis police officers to use when they triage a crisis case in the field. I conducted background research about other communities that are piloting re-entry programs and case management strategies. I made several educational tools for the community in English and Spanish. I was not expecting to enjoy this work as much as I did. Supervisor definitely encouraged me to follow what interests me, as she recognizes that site social workers are rarely in front of clients all day. I do not feel that I was able to develop my social work skills further within this internship, however, I was able to utilize the skills I already had.

My supervisor went out of her way to structure my responsibilities to fit what I desired to gain in experience. I feel that site did teach me a lot about prevention programs and the importance of it. I like that site includes the whole community and had programs for almost every age person. I feel that COVID coming in the middle of the internship did interrupt many of the programs we had plan and activities that would have increased my knowledge on public health. However, I felt that parts of my goals for being at site were met. I wanted to try something different but that still relates to social work and public health definitely does. I also encourage students to be open to shadow other professionals when at site due to all of them working together and partner to have programs that help the community in different ways, which gives a different perspective and points of view.  

**The agency instructor held regular instructional sessions with you no less than once per week.** Supervisor was flexible and understanding if the weekly time for our session needed to be switched around. Things got a little complicated with the COVID-19 situation and our agency being closed. The agency instructor took time to meet with me regularly for one-on-one sessions. Occasionally these sessions were bi-weekly rather than weekly due to the high workload of the agency. I also had a secondary supervisor that I worked with daily. Working with the secondary supervisor provided many opportunities for additional instructional sessions. Even though these were not official supervisory sessions, I found them very beneficial to my learning and experience.”

Yes. We worked together every day and also met for supervision once a week on Sundays. You will sit about 6-feet away from supervisor during this internship. She will discuss new referrals as they come in, challenges and opportunities of community partnerships, and everything else with you. If you have questions, speak up and ask. I kept a running “dictionary” of site related acronyms and terms I wasn’t familiar with. This was helpful and after a few weeks, it was fun to engage in conversations using the site language with the rest of the staff.

Considering there was an undergraduate intern who had a different schedule at the school than I did, these instructional sessions were hard to set up. However, supervisor would make himself available if myself or the other intern had questions. There were only a couple times outside of her control really where this didn’t happen. Once during her moving
houses and once during COVID transition, but I did see her those weeks just not for a sit down. With supervisor we did not have a set date to have supervision because we were across from each other and anytime I had a question or concern, supervisor was always open to talk about it. Same with her, if she had any questions for me or concerns, she would ask openly. I enjoyed that because I did not feel that I had to wait until certain date to talk to supervisor about a question that I was thinking at the moment.

Student feedback on how the agency orientation introduced them to the agency's functions, purpose, and structure.

Agency had a specific orientation checklist to complete and provided supervision as required.

Very informative and welcoming.

The site provided a wonderful orientation process that prepared me for the placement. Supervisor was wonderful in answering questions.

Supervisor involved me in everything which was very helpful.

I was not sure what to expect the first day. However, we were really thrown into things. Supervisor took us around to the classrooms and had us meet our caseload of kids. We were briefly discussed each of the children. We were not given any in depth information or any IEPs or other documents on the kids. He showed us what rooms we would be using and that was it. We were not given an employee handbook of rules and expectations. We were not introduced to other staff in the building, that responsibility was put on us.

Site is a great place to learn. They might benefit from some training and more formal policies and procedures as a field placement site. This was their first time as a field site.

Supervisor did well to explain the difference in my role as an employee and role as an intern.

I didn’t really have a formal orientation but I do feel like I learned all those points quickly.

Student feedback on how the agency instructor promoted and supported self-care activities so student was able to positively cope with the emotional impact of the field experiences.

My agency supervisor was attentive to my personal needs throughout the internship.

My supervisor is the best!!! I feel very fortunate to work with someone so wonderful.

She was able to be a human and talk about things in the placement as well as social work overall.

Although my supervisor was often very busy, there was always SOMEONE around that I could speak with.
My supervisor and I had weekly meetings where we would discuss cases, along with self-care techniques. Emotional Check Ins within the organization happened frequently. Supervisor and I had weekly supervision although only required once every two weeks. I felt comfortable with supervisor. I felt like I could discuss things that were bothering me or that I had questions about. My biggest complaint was that it was often rushed. I often would catch him in the hallway and walk and talk with him until he reached his destination. It was not very confidential or ideal. There was a bit of disconnect between the school counseling and social work emphasis. The site was definitely not trauma informed from a principal and teacher perspective. Supervision is typically weekly, and used to address any concerns from documentation to personal growth experiences.

**Student feedback on how the agency instructor was helpful in developing their Learning Plan.**
My supervisor helped provide suggestions as well as reassurance my learning plan was adequate. There were multiple parts neither of us understood. I did it on my own and then she looked it over and made a few comments. I did not receive much help in this area as the supervisor expected that I would complete this myself and then review with him for the signature. My supervisor and I reviewed the learning plan as needed during my placement. I completed my learning plan and asked my supervisor to sign it for me. He did not review it. I did sit down with another supervisor to ask some questions about what opportunities were available during the internship so I could add them to my learning plan, however, many of these opportunities that I looked forward to did not happen. She told me to do it on my own and would sign it. That being said, supervisor does not have a SW background. This was completed collaboratively in supervisory sessions as well as through email with feedback.

**Student feedback on their overall experience in developing their social work skills.**
I was able to develop a different skillset than those I developed in my undergrad internships. While it was not ideal at first to do my internship so far from Cedar Falls, it was helpful in experiencing ethical dilemmas unique to rural work. The experience lend itself to be what you wanted to put into it, very flexible atmosphere. I was able to experience a lot of things that my last internship did not. I felt that in some areas, I gained a great deal of experience. In others, things were lacking. I was given a multitude of practice in using social work skills that I have developed in my class work. Had lots of opportunities to be creative as well as attend conferences which helped a great deal! Working with kids is a hard population to begin with, on top of that, I did not feel like I had adequate support or knowledge on how to effectively work with these children. The experience allowed for implementation and practice of trauma-informed skills and exploration of areas of personal interest as well as offering good opportunities to serve the needs of the population. Supervisor always presents an opportunity to suggest growth and different insights into my approach.

**Student feedback on the agency instructor’s bi-weekly supervisory sessions.**
Occasionally due to scheduling conflicts, we missed a week, though supervision was consistent and my supervisor was available outside of supervision sessions to offer help and feedback. We worked together nearly every day which I enjoyed because at my previous internship I only saw my supervisor 1 hour/week. These happened with an open door type policy to ask questions. I worked in her office so it was easy to see her and talk things over. I had constant communication with my supervisor along with other essential staff members. We scheduled a supervision weekly, however, kids had issues and sometimes meetings were cancelled. The school has around 650 kids, so that is to be expected! More scheduled interactions with the teachers might be of benefit for future field students.
Weekly supervision is required, but she is typically available to consult during intern hours as well. My supervisors are excellent instructors! I learned a tremendous amount because they were always willing to take the time to explain, demonstrate, guide, and listen to me. I respect and appreciate both of them.