



FACTOR-INWENTASH
FACULTY OF SOCIAL WORK
UNIVERSITY OF TORONTO

Practicum Guidebook

SWK4702 Practicum 2



Introduction

Welcome to SWK4702 Practicum 2 at the Factor-Inwentash Faculty of Social Work!

SWK4702 Practicum 2 is a course that provides MSW students the opportunity to integrate theory with practice, with education and evaluation from field instructors.

This Practicum Guidebook is meant to accompany students during their practicum. It includes a suggested practicum model (Bogo, 2010) that can be used as a visual aid for conceptualizing the stages of the practicum. It also includes a milestones section. Using a week-by-week format, it suggests the milestones that should be completed at each stage of the practicum.

Integrated within the milestones are direct examples of positive statements derived from the Practice-Based Evaluation (PBE) Tool (Regehr, Bogo, & Regehr, 2011), which both students and field instructors complete at the mid- and final-points of the practicum. We acknowledge the varied experiences that students bring to the practicum and therefore value the distinct nature of their continuous professional growth. These statements function as benchmarks for students to foster self-reflection throughout their practicum.

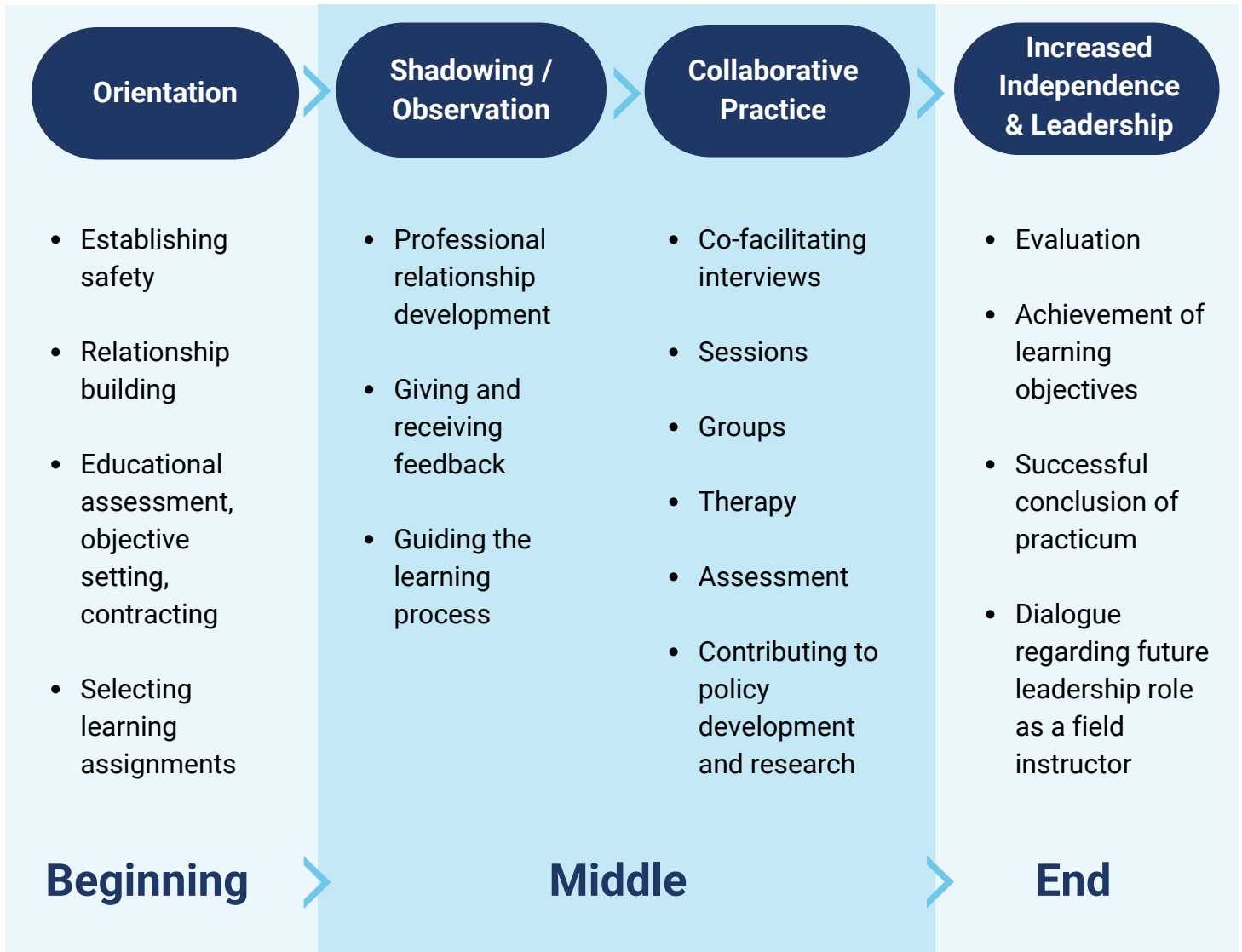
Equity, Diversity and Inclusion (EDI) principles are integrated throughout the Guidebook. This Guidebook also contains links to required forms, documents, important resources, and Practicum Office contact information. We hope you find it helpful.

— The Practicum Office Team

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Practicum model



Note: Ongoing supervision, observation of student, feedback, and evaluation occurs throughout the phases.

Reference: Bogo, M. (2010). *Achieving competence in social work through field education*. University of Toronto Press.

Milestones week by week

Please note the following milestones are meant as suggestions. Each practicum is unique and, as such, the timeframe when milestones are completed may vary.

WEEKS	MILESTONES	DATES
Pre-Practicum (April to July)	Review practicum requirements on FIFSW's website	Submit all pre-practicum requirements listed on the PAS description at least 4 weeks in advance
Weeks 1 to 3	Orientation	FFL-Student meeting 1: September 11 or 12 Student Declaration due: September 12 Practicum start: September 13 <u>Checklist 1</u> due: September 14
Week 4	Establish learning goals	Refine learning objectives FFL-Student meeting 2: October 3
	Fall reading week	No practicum scheduled October 9 to 13, 2023 . Practicum attendance is optional with field instructor consent to supervise and evaluate. Students may not use this time to finish practicum early. This time may be used to make up for hours missed due to illness, snow days, etc., and must be acknowledged on the timesheet by the field instructor.
Week 5	Learning contract	Due: October 20

	MILESTONES	DATES AND DEADLINES
Weeks 6 to 10	Engagement & skill development	FFL-Student meeting 3: November 13 or 14
Weeks 11 to 12	Midterm	Midterm opens: November 25 Midterm due date: December 8 <u>Checklist 2</u> due: December 8
	Winter break	No practicum due to university closure from December 20, 2023 to January 1, 2024
Weeks 13 to 20	Increased independence & leadership	Return to practicum: January 10
	Winter reading week	No practicum scheduled February 19 to 23, 2023 . Practicum attendance is optional with field instructor consent to supervise and evaluate. Students may not use this time to finish practicum early. This time may be used to make up for hours missed due to illness, snow days, etc., and must be acknowledged on the timesheet by the field instructor.
Weeks 21 to 24	Endings & final evaluation	FFL-Student meeting 4: February 26 or 27 Final evaluation opens: March 22 No Practicum (university closed): March 29 Final evaluation closes on Day 71: April 5

Milestones in detail

Pre-practicum

- Ensure practicum requirements listed on the PAS description are complete
- Review and familiarize yourself with Practicum Manual and polices
- Students and field instructors (and/or education coordinators) plan for orientation on Day 1

Weeks 1 to 3

Orientation

- Complete Checklist 1 regarding orientation and safety with your field instructor
- Bring a copy of Practicum 1 / BSW / employment evaluation
- Introduction to the teams / units / programs within the site
- Review onboarding manual or other agency-specific policies
- Establish clear expectations regarding attendance, supervision, learning / supervisory styles, requesting personal days
- Discussion about giving and receiving feedback (e.g., how frequently it will be given and how it will be received)
- Learn about documentation requirements and expectations of each team members' role



Apply principles of Equity, Diversity & Inclusion (EDI) in discussions with team members and client populations; using inclusive language, addressing unconscious bias, and reflecting on one's social location. During the feedback process, students and field instructors should strive to establish a safe and inclusive environment by acknowledging and valuing diverse perspectives.

Weeks 1 to 3, continued –

Shadowing & observation

- Participate in a wide variety of shadowing opportunities
- Begin discussing learning opportunities and objectives with your field instructor
- Observation, reflection, analysis, and conceptualization (Bogo, 2010)



Competency development

- Is highly flexible and adaptable to changing demands and circumstances
- Shows respect to other staff and works well within the agency's culture
- Understands the student role and maintains professional boundaries with team members
- Is responsible and respectful with clients and/or external partners
- Prioritizing values of equity, diversity, and individual rights

Weeks 4 to 5

Learning contract

- Direct / Indirect evaluation tool is reviewed prior to initiating the learning contract
- Student initiates the development of their learning contract and reviews with field instructor
- Ongoing collaboration and discussion of the learning contract
- About the learning contract
- Review Practicum 2 competencies
- Consider reflective journaling
- Consider creating a portfolio (work samples, omitting personal information)



Apply principles of EDI by formulating learning goals focused on cultural competence, prioritizing inclusive practice, incorporating intersectionality, and advocating for equity and social change.



Apply principles of EDI by reflecting on unconscious biases, allowing for a balanced exchange of perspectives, offering constructive and specific feedback about skills and behaviours (without making assumptions based on identity) and considering communication styles, values, nonverbal cues, and boundaries that impact the feedback process.

Weeks 6 to 10

Engagement & skill development

- Students should be actively participating in their learning goals as indicated in the learning contract and working towards the development of social work competencies

Giving & receiving feedback

- Giving and receiving feedback should be ongoing (see Weeks 1 to 3)
- Review the contents of the evaluation

Weeks 4 to 10 competencies —



Competency development

- Transfers learning and constructive feedback from field instruction to practice
- Works in a responsible manner within the agency to meet the vision of the organization
- Integrates theories in practice using a non-judgmental stance and applying them in a flexible manner
- Understands the differential impact of policy on various communities
- Demonstrates a use of self
- Understands their own personal experiences and draws on these life experiences to understand clients and their life situations
- Reflects on classroom learning to link social work theory and practice

Weeks 11 to 12

Midterm

- Field instructor and student independently complete and submit the mid-term evaluation
- Midterm is reviewed and discussed during supervision

Weeks 13 to 19

Increasing independence & leadership

- Weekly supervision sessions continue
- Focus on increasing independence (i.e., own case load, increased comfort in a leadership role, increased confidence independently or co-facilitating groups etc.)
- Review the learning contract to ensure learning goals are being met
- Revisit areas for growth from midterm evaluation



Apply principles of EDI by increasing awareness of the unique challenges and strengths that arise from intersecting identities, engaging with clients as active participants, recognizing that interventions may need to be adapted to fit clients' biopsychosocial context, reflecting on biases and power dynamics, and engaging in ongoing self-reflection.



Competency development

- Demonstrates confidence in taking risks and challenging themselves
- Self-identifies skills needing improvement and uses practicum opportunities to address these
- Uses creativity to engage in problem-solving
- Capable of critically analyzing and constructing clear assessments
- Integrates cultural factors in assessment and intervention with diverse clients
- Uses theory flexibly to fit clients' situations
- Effective and confident in case conferences, group facilitation, and team meetings
- Able to link individual or community issues to broader systemic structures
- Assessments are thoughtful and reflect an understanding and application of theory

Weeks 20 to 24

Endings & final evaluation

- Continue strengthening competencies and independent practice
- Have a discussion with your field instructor about practicum endings and tasks that need to be fulfilled before your last day
- Prepare for practicum end and wrap up unfinished work, intentionally handing over client cases/projects; prepare clients for your departure, close files, etc.
- Field instructor and student independently complete and submit the final evaluation
- During social work week, debrief with field instructor about becoming a field instructor in the future



Apply principles of EDI when ending practicum by engaging in transition planning in collaboration with clients, reflecting on broader systemic issues that may have influenced client experiences during the practicum and ways to address these issues in future practice, and reflecting on learning and growth during practicum in relation to EDI principles.

– Weeks 20 to 24 competencies
on the following page



Competency development

- Respected and valued by agency staff. Other staff regard them as an asset to the team
- Thinks about and understands practice on multiple levels from instrumental tasks to deeper, therapeutic interventions
- Understands and carries out the mandate of the organization, while remaining sensitive to clients' situations and needs
- Maintains a highly ethical practice and / or displays commitment to community advocacy
- Establishes and sustains effective relationships with diverse clients by drawing on the ability to be genuine, respectful, and client-focused; to use oneself appropriately and differentially
- Performs comprehensive assessments and uses these for goal-directed interventions
- Delivers clearly organized, professional and effective presentations / reports which synthesize information from a variety of sources and meet the needs of the intended audience

Post-practicum

Providing feedback

- Fill out and submit a post-practicum feedback survey
- Save evaluation and information from the PAS; the Practicum Office does not save/provide this information to students
- Consider requesting a reference letter from your field instructor; the Practicum Office does not provide this
- Provide your personal email address to stay connected with the Practicum Office

Tasks

- Declaration of Understanding (WSIB)
(Please see email from Practicum Office)
- Timesheet: Practicum 2 2023-2024
(please see email from Practicum Office)
- Schedule meeting with FFL to review Learning Contract
- Checklist 1: Practicum Safety and Orientation
- Learning Contract: Direct | Indirect
- Midterm: Direct | Indirect
- Checklist 2: Practicum Learning and Reflection
- Final Evaluation: Direct | Indirect

Timesheet

The Timesheet offers an organized approach for students to track their practice and supervision hours on a weekly basis while having an at-a-glance view of the practicum schedule dates, deadlines, and time management policies.

Students are to send their field instructor the Practicum Timesheet for review on a **bi-weekly basis** to ensure they are meeting the required hours for practicum. The FFL will request to review the Practicum timesheet **only** in cases where there is a dispute concerning the practicum hours. Students should contract with their field instructor when to make up missed practicum hours and notify their FFL.

P = practice hours, when you are completing practicum work (do not include lunch).

FI = supervision hours, when meeting for formal supervision (minimum of 1 hour per week).

Insert a numerical value under P and FI for each practicum day (ensuring it totals 21 hours a week). The FI value can remain 0 on days where formal supervision does not occur. We understand that some students may contract different / flexible schedules with their field instructors, the Timesheet is developed with the standard practicum schedule in mind.

Prior to starting their practicum, students will receive an Excel spreadsheet containing the Timesheet from the Practicum Office

Practicum 2 Schedule Fall/Winter 2023-2024																	Refresh Calendar Date									
September																										
Monday	Tuesday			Wednesday			Thursday			Friday			Saturday			Sunday			Total Monthly Hours							
FI	T	#	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	Total			
		05				06			07			08			09			10			11			0	0	0
		12				13			14			15			16			17			18					
		19				20			21			22			23			24			25					
		26				27			28			29			30											
October																										
Monday	Tuesday			Wednesday			Thursday			Friday			Saturday			Sunday			Total Monthly Hours							
FI	T	#	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	Total			
		03				04			05			06			07			08			09			0	0	0
		10				11			12			13			14			15			16					
		17				18			19			20			21			22			23					
		24				25			26			27			28			29			30					
		31																								
November																										
Monday	Tuesday			Wednesday			Thursday			Friday			Saturday			Sunday			Total Monthly Hours							
FI	T	#	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	T	P	FI	Total			
		07				01			02			03			04			05			06			0	0	0
		14				08			09			10			11			12			13					
		21				15			16			17			18			19			20					
		28				22			23			24			25			26			27					
						29			30																	

FFL-Student meetings

The purpose of the FFL-Student meetings is to provide students with information, support, and consultation around the practicum process.

The timing of these sessions is strategically planned to align with specific milestones during the practicum, including commencement, development of the learning contract, midpoint assessment, and final evaluation. Likewise, field instructors are encouraged to participate in the [Professional Development series](#) designed to equip them with pertinent details regarding these milestones.

Outside of the sessions, FFLs are available to students and field instructors, either individually or together, for confidential assistance and problem solving if concerns and challenges arise in the practicum.



Resources & Important contacts

Resources

- [Practicum Manual](#)
- [Mental Health Resources](#)
- [Accessibility Resources](#)
- [Resolution of Problems](#)
- [Addressing Discrimination and Harassment in Practicum](#)
- [Fields of Study](#)
- [Professional Development](#) sessions for Field Instructors
- [Integrating Theory and Practice \(ITP Model\)](#)
- [Bridging Class and Field Fact Sheet](#) (for Practicum 1)
- [Social Identity Wheel](#)
- [Graduate Centre for Academic Communication](#)



Important contacts

- [Practicum Office - practicum.fsw@utoronto.ca](mailto:practicum.fsw@utoronto.ca)
- [Getting Support and Giving Feedback](#)

References

"About Us - Diversity & Equity." University of Toronto Factor-Inwentash Faculty of Social Work. <https://socialwork.utoronto.ca/about-us/diversity-equity/>

Bogo, M. (2010). *Achieving competence in social work through field education*. University of Toronto Press.

Regehr, C., Bogo, M., & Regehr, G. (2011). The development of an online practice-based evaluation tool for social work. *Research on Social Work Practice*, 21(4), 469-475.

Social Sciences and Humanities Research Council. (2023, August 18). Equity, Diversity and Inclusion Action Plan. Government of Canada. <https://www.sshrc-crsh.gc.ca/funding-financement/nfrf-fnfr/edi-eng.aspx>