

Application Supplement 2 – Practice Experience Assessment

To be completed and submitted by the applicant's supervisor directly to the BC College of Social Workers.

Pursuant to sections 8 and 9 of the *Social Workers Act* [RSBC Chapter 31] and section 41(2) of the Bylaws of the BC College of Social Workers, to be eligible to apply for registration, an applicant who does not hold a social work degree must provide evidence of:

- a minimum of a **baccalaureate degree in a related field** from an accredited academic program
- a combination of **knowledge, skills and abilities** which are found by the registration committee to be substantially equivalent to a bachelor of social work degree.

The applicant must also meet the requirement of Bylaw 41(1)(b) which requires a minimum of 700 hours of social work experience which meets standards approved by the registration committee.

As the current or past supervisor of applicant, the information you provide will assist the College in determining if the applicant meets the knowledge, skills and abilities (KSA) requirements as well as the 700 hours of social work experience.

Please complete the Practice Experience Assessment form which follows and submit it to the College along with a brief cover letter on letterhead and an official description of the applicant's social work job.

Confidentiality and Freedom of Information:

The BC College of Social Workers is subject to the *Freedom of Information and Protection of Privacy Act*. The content of your assessment will not be communicated to the applicant.

Thank you:

The College is mindful of the amount of time completing this form will take and offers sincere thanks for your vital role in helping ensure that only qualified, competent and ethical individuals are granted the status of Registered Social Worker pursuant to the *BC Social Workers Act*, the purpose of which is to *serve and protect the public interest*.

Section 1 – Consent to Disclosure
To be completed by Applicant

I, _____, hereby authorize _____
Applicant Name Supervisor Name

to provide the BC College of Social Workers with all information which is relevant to my qualifications and expertise as an applicant to be registered as a social worker in British Columbia.

Applicant Signature

Date

Section 2 – Written Questions
To be completed by Supervisor

Please provide detailed, typewritten answers to the following questions on a separate page:

1. When and for how long did you supervise the applicant?
2. Describe the frequency and nature of the supervision.
3. Did the applicant have direct responsibility for providing social work services during this time?
 - a. If yes, please describe the setting in which the applicant worked and the population worked with.
4. Describe the social work knowledge, skills and interventions that the applicant employed to fulfill the job duties and expectations.
5. Identify and comment on the applicant's:
 - a. major strengths in knowledge and his/her social work practice;
 - b. use of teaching tools (process recording, reflective logs, audio tapes, etc.) as required by supervisor; and
 - c. areas requiring further development.

Section 3 – Knowledge Skills and Ability Assessment *To be completed by Supervisor*

EE=Exceeding expectations, ME=Meeting expectations, NM= Not meeting expectations, NA= Not applicable

Part 1: Assessment of specific Knowledge, Skills and Abilities

- Attach a copy of the applicant’s job description and position requirements.
- In the space below, identify the main areas of social work knowledge and skill required of the position.
- Check the box that best reflects your assessment of the applicant’s performance of the identified areas.

Knowledge and Skills

	EE	ME	NM	NA

Part 2: Assessment of Tasks and Responsibilities

- In the space below, identify the main task and responsibilities relevant to the applicant’s job.
- Check the box that best reflects your assessment of the applicant’s performance of the specific tasks and responsibilities you have identified.

Tasks and Responsibilities

	EE	ME	NM	NA

Part 3: Performance in Core Professional Social Work Competencies

- Check the box that best reflects your assessment of the applicant in each category.

Professional Role Orientation

EE ME NM NA

Understands social work history, purpose and roles
Understands social work levels of intervention
Identifies values and ethical standards of professional social work and their relevance in the practice context
Aware of and adheres to the BC College of Social Workers Standards of Practice
Understands and maintains professional boundaries with clients
Demonstrates cultural awareness by the acceptance of and sensitivity to cultural values, beliefs, and unique attributes of all people regardless of their race, colour, age, gender, sexual orientation, economic circumstances, political beliefs, ...
Understands and is sensitive to oppressed populations
Critically evaluates social and economic issues as they impinge on the population being served or worked with
Identifies and articulates the link between “private troubles and public issues” in one’s practice and research
Understands the effect of policy on clients’ social functioning
Uses critical thinking skills in all aspects of practice
Deals appropriately with pressure, stress and emergency situations

Organization and Community Context

EE ME NM NA

Knowledge of the legislation and government policies and procedures that relate to the population being served/worked with
Understands and articulates the purpose, mandate, policies and function of the agency
Critically analyzes organizational policy and practices, and recognizes power structures that exist within the agency or organization
Adheres to expectations of the agency regarding hours, punctuality, administrative requirements and dress
Recognizes the link the agency has with the community
Understands features of communities that affect clients
Is aware of and takes advantage of the range of community resources available
Makes appropriate referrals
Identifies gaps in community services
Participates in development of resources where gaps in service exist

Self-Awareness	EE	ME	NM	NA
In practice demonstrates an awareness of how his or her values and assumptions may affect practice with diverse individuals, groups and communities				
Identifies when personal needs may impinge on practice				
Articulates clearly own personal and professional strengths and weaknesses				
Uses the knowledge of one’s own power and privilege, be it due to class, ethnicity, gender, sexual orientation or position and how it affects his or her practice and perceptions				
Direct Practice Skills				
1. Relationship Building	EE	ME	NM	NA
Builds rapport and positive relationship with individuals, groups and communities from diverse backgrounds to effect change				
Demonstrates authenticity, warmth and empathy in her/his relations with clients				
Communicates concerns in a professional and appropriate manner				
Resolves conflicts with clients effectively				
Deals effectively and appropriately with differences in style and opinion				
2. Communication Skills	EE	ME	NM	NA
Uses active listening skills				
Recognizes, understands and responds appropriately to other people’s feelings and ideas				
Presents information orally and in writing in an organized and coherent way				
Keeps accurate and effective records				
Relates to team members/staff in a professional way				
3. Assessment and Planning	EE	ME	NM	NA
Makes multi-dimensional assessments of strengths, resources, problems and need of individuals and groups with whom s/he works and of situations in which s/he works				
Conducts effective interviews				
Collects appropriate data to understand a situation				
Draws upon a variety of theoretical perspectives when assessing a situation				
Selects type and level of intervention matched to client’s needs				
Develops a contract with individuals, groups and communities that identifies an action plan				

Intervention or Implementation

EE ME NM NA

Works with individuals, groups and communities to implement clear and workable objectives

Demonstrates the following intervention/implementation skills:

Networking

Advocacy

Counselling

Mediation

Referral

Planning

Group facilitation

Information sharing

Problem solving

Termination/Evaluation

EE ME NM NA

Evaluates effectiveness of an intervention or course of action and makes changes as necessary

Terminates relationships properly

Describes results accurately

Uses feedback and evaluation to modify one's own practice and suggests policy and procedural changes at the agency

Use of Supervision

EE ME NM NA

Prepares for supervision

Seeks instruction and supervision as needed

Takes initiative and works independently

Learns willingly from others

Applies new learning to practice

Critiques his/her own professional practice and learning.

Uses teaching tools (process recording, reflective logs, audio tapes, etc) as required by supervisor

Supervisor's Information (Please Print Clearly):

Name:	Professional Designation, Degree, Credential:
Employer:	Position Title:
Personal Mailing Address:	
City:	Province:
Preferred Telephone Number:	Postal Code:
Signature:	Date: