For use with courses SWK4210 and SWK6730:

**This learning agreement has example activities for each practice behavior listed for the CSWE Core Competencies. Please feel free to incorporate any of these example activities as you work with your field instructor (site supervisor) to develop your own learning agreement.**

#### Social Work Competencies and Practice Behaviors

**Competency 1: Demonstrate Ethical and Professional Behavior**

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

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| **Competency 1: Demonstrate Ethical and Professional Behavior** | **Learning Activities within the internship**  **Examples** | **Anticipated date of learning activity** |
| Social workers 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 as appropriate to context. | -Review NASW Code of Ethics  -Review agency manual and policies  -Participate and complete agency required training  -Apply cultural competency approach in groups and while working with teams  -Share information about voting and registering to vote with clients, staff members, community members  -Research allowable nonpartisan voter activities for 501(c)(3) organizations and/or requirements for nonprofits in the 1993 National Voter Registration Act | 10.20.20 |
| Social workers use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. | -Keep a reflective journal of thoughts and feelings surrounding personal and professional values  -Monitor and keep note of any conflicts that may arise | Weekly |
| Social workers demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. | -Appropriately dressed per agencies standards and expectations  -Communicates effectively and professionally both verbally and written. | 10.20.20 |
| Social workers use technology ethically and appropriately to facilitate practice outcomes. | -Utilizing technology approved by site supervisor appropriately and professionally  -Research newer technology that the site could utilize  -Share recommendations with site supervisor | 9.1.20  10.20.20 |
| Social workers use supervision and consultation to guide professional judgment and behavior | -Student meets weekly for one-hour supervision  -Student is prepared to discuss questions or concerns | 11.30.20 |

**Competency 2: Engage Diversity and Difference in Practice**

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

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| **Competency 2: Engage Diversity and Difference in Practice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Social workers apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. | -Complete implicit bias test on: [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/%20)  -Integrate voter registration into agency services (e.g., add question to intake form) | 9.15.20 |
| Social workers present themselves as learners and engage clients and constituencies as experts of their own experiences. | -Research an online training on a topic presented by a client or the agency  -Complete the online training that was researched  Listen to:  <https://www.theclowdergroup.com/gensilent> | 9.15.20  9.30.20 |
| Social workers apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. | -Identify TedTalks or podcasts related to social work and self-awareness and self-regulation  -Watch: <https://www.ted.com/talks/nate_silver_does_racism_affect_how_you_vote>  -Listen to: <https://www.thisamericanlife.org/490/trends-with-benefits> | 9.1.20  9.15.20 |

**Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

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| **Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Social workers apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels. | -Research a human rights issues that effects the agency  -Discuss with your supervisor how you might apply the research  Watch:  <https://www.americanprogress.org/issues/race/news/2016/02/03/130524/protecting-america-from-racism-in-the-water/> | **12.17.21** |
| Social workers engage in practices that advance social, economic, and environmental justice. | -List ways that you could advocate for social, economic and environmental justice within the agency setting or within the community the agency serves.  <http://playspent.org/>  Watch:  <https://womenswealthgap.org/video/>  Watch:  <https://www.revealnews.org/episodes/school-haze/> | 12.17.21 |

**Competency 4: Engage In Practice-informed Research and Research-informed Practice**

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

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| **Competency 4: Engage In Practice-informed Research and Research-informed Practice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Social workers use practice experience and theory to inform scientific inquiry and research. | -Create a needs assessment of the agency  -Assess the differential impact of voting policies on diverse populations | 1.5.21 |
| Social workers apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. | -Develop a focus group questions or survey instruments related to a need in the agency | 1.25.21 |
| Social workers use and translate research evidence to inform and improve practice, policy, and service delivery | -Share your focus group questions and action steps with you site supervisor | 3.24.21 |

**Competency 5: Engage in Policy Practice**

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

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| **Competency 5: Engage in Policy Practice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Social workers identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. | -Use the following website to use the toolkits on how to do a general advocacy campaign, media advocacy campaign, or policy implementation campaign;  <https://www.grsproadsafety.org/resources/advocacy-tools/>. | 11.24.20 |
| Social workers assess how social welfare and economic policies impact the delivery of and access to social services. | -Assess possible barriers to treatments that could be effecting your sites population/clients  -Discuss with your site supervisor barriers that you have identified and potential solutions to the barriers | 11.11.20 |
| Social workers apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. | -Read social work voting toolkit ([https://votingissocialwork.org/#](https://votingissocialwork.org/)) and develop a plan for implementation within the agency.  -Run a voter registration event at your agency  -Host local elected officials at your agency to virtual meeting and discuss advocacy | 10.26.20 |

**Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

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| **Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Social workers apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. | -Attend agency meetings  -Interact within a multidisciplinary team | Weekly, Monthly,  Quarterly |
| Social workers use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. | -Utilize agency approved teleconferencing applications to engage clients or community at large | 12.11.20 |

**Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

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| **Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Social workers collect and organize data, and apply critical thinking to interpret information from clients and constituencies. | -Student will provide biopsychosocial assessment on own  -Student will interpret data provided by client  -Student will make appropriate referrals, as needed | **1.1.21** |
| Social workers apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies. | -Student will continue to assess clients and update charts accordingly | **4.23.21** |
| Social workers develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies. | -Student will work with client or agency to develop goals (treatment goals/action goals) | **11.20.20**  **3.25.21** |
| Social worker select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. | -Select possible interventions to use with client  -Discuss interventions with supervisor prior to implementation | **3.1.21** |

**Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and inter-organizational collaboration

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| **Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Social workers critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. | -Research interventions that the site could utilize with individuals and community | **12.15.20** |
| Social workers apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. | -Develop an action plan to utilize interventions | **1.1.21** |
| Social workers use inter-professional collaboration as appropriate to achieve beneficial practice outcomes. | -Research outside sites and resources that the clients can utilize | **1.20.21** |
| Social workers negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies. | -Research advocacy related to agency and client population | **2.20.21** |
| Social workers facilitate effective transitions and endings that advance mutually agreed-on goals. | -Research ways to ethically terminate with client  -Consult with NASW Ethics Line on ways to terminate; share feedback with client/ supervisor  -Discussed mutually agreed-on goals for client’s future | **4.25.20** |

**Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities**

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

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| **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Social workers select and use appropriate methods for evaluation of outcomes. | -Research ways that agency has evaluated goals of clients  -Discuss goals with site supervisor | **3.25.21** |
| Social workers apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. | -Discuss with client goals for future with family and social circles  -Discharge planning, referrals, and transitional support systems | **3.15.21** |
| Social workers apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. | -Evaluate clients environment and what outcomes for the future the client hopes to achieve | **4.15.21** |
| Social workers apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. | -Provide feedback to the site relating to the micro, mezzo, and macro levels of treatment and care | **4.15.21** |

Additional comments regarding this learning agreement:

Student Signature/date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Field Instructor (Supervisor) Signature/date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\*\*\* Typed signatures will not be accepted

\*\*\* If needed, use the AU printers to “scan and send” the documents to your AU email address as a pdf file. You can then use that pdf file to upload the learning agreement to VIA