For use with SWK6750

**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** | **Anticipated date of learning activity** |
| Student applies ethical decision-making skills in clinical situations. | - Review NASW Code of Ethics-Apply ethical decision-making skills during an individual session or group session with client | 10.20.20 |
| Student assesses personal biases in relation to clinical practice. | -Complete implicit bias test on: [https://implicit.harvard.edu/implicit/](https://implicit.harvard.edu/implicit/%20) -Create a reflective journal; Write one-page reflection based on result of the implicit bias test.  | 9.1.20Weekly Journal Entries |
| Student demonstrates professional behavior in compliance with the NASW Code of Ethics and the profession's history, mission, and responsibilities in relation to clinical social work. | -Review agency manual and policies-Discuss professional behavior expectations with supervisor. -Discuss non-verbal communications  | 9.1.2010.20.20 |
| Student demonstrates ethical use of technology. | -Utilizing technology approved by site supervisor appropriately and professionally -Research newer technology that the site could utilize -Share recommendations with site supervisor  | 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** |
| Student explains how social work values relate to social, economic, and environmental justice. | -Research ways that social work values relate to your current client population-Discuss with supervisor ways to implement ideas into practice  | 11.20.20 |
| Student responds to ways in which oppression, discrimination, poverty, marginalization, and alienation impact clients in clinical social work contexts. | -Watch: <https://www.ted.com/talks/nate_silver_does_racism_affect_how_you_vote>-Listen to: <https://www.thisamericanlife.org/490/trends-with-benefits> | 12.1.20 |
| Student identifies the ways in which clients' contexts of diversity and difference impact identity formation. | Listen to:  <https://www.theclowdergroup.com/gensilent> | 12.15.20 |
| Student explores the power and privilege they have as a clinician. | -Facilitate a group discussion with client(s) on power and privilege dynamic within a therapeutic setting. -Discuss feedback with direct supervisor and ways to implement change  | 12.15.20 |

**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** |
| Student expresses recognition of human rights through adherence to the NASW Code of Ethics in clinical practice. | -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/> | 1.20.21 |
| Student applies understanding of global interconnections of oppression and human rights violations to clinical contexts. | Watch: <https://womenswealthgap.org/video/> | 1.25.21 |
| Student applies human right theory in response to human rights violations / needs in clinical contexts. | -Research human rights theory-Discuss ways to implement change with supervisor at agency -Discuss ways to implement community change  | 2.14.21 |
| Student articulates strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably to advance the well-being of clients. | -<http://playspent.org/>Watch: <https://www.revealnews.org/episodes/school-haze/> |  |

**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** |
| Student selects quantitative and qualitative research methods in the evaluation of clinical practice and program outcomes. | -Apply research methods and create a needs assessment of the agency or community served  | 12.20.20 |
| Student incorporates principles of logic, scientific inquiry, and culturally informed and ethical approaches to evaluating clinical practice and program outcomes. | -Create a proposal or action plan based on needs assessment-Present finding to supervisor for feedback | 12.20.20 |
| Student discerns quality and evidence-based research for application to the process of decision-making in practice and program contexts. | -Explore different programs that site’s clients could benefit from-Create action steps to implement the program  | 2.25.21 |
| Student translates research findings into effective decision-making in practice and program contexts. | -Present research to supervisor and/or admin team-Present research to community  | 3.25.21 |

**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** |
| Student identifies how social welfare and services are mediated by policy and its implementation at the agency level. | -Research social welfare policies that effect the client population you are work currently working with-Provide additional resources to help empower the client in their current environment | 2.1.21 |
| Student identifies ways in which policy impacts human rights and social justice and therefore impacts the well-being of clients. | -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/>.  | 10.1.20 |
| Student fulfills their role in policy development, analysis, implementation, and evaluation within their practice setting. | -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 | 2.1.21 |
| Student collaborates with clients to advocate for and with them and to incorporate client voices into advocacy at the organizational, local, state, and federal levels. | -Research ways to advocate for the client at their local, state and federal levels-Discuss findings with supervisor and present resources to client  | 2.15.21 |
| Student adheres to the policies affecting social work to which they are accountable at the organizational, local, state, and national levels. | -Read social work voting toolkit ([https://votingissocialwork.org/#](https://votingissocialwork.org/)) and develop a plan for implementation within the agency. | 10.1.20 |
| Student explains the Social Work licensing process and how to navigate that process. | -Review: <https://www.aswb.org/> for licensing requirements and steps-Create a one-page outline breaking down the steps to licensing-Reflect and create goals for the next 10 years in the field of social work | 3.15.21 |

**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** |
| Student respectfully engages with clients as part of an ongoing component of the therapeutic relationship. | -Attend agency meetings -Interact within a multidisciplinary team | 3.1.21 |
| Student demonstrates the importance of human relationships within the clinical process. | -Review: <https://www.aswb.org/> for licensing requirements and steps  | 3.15.21 |
| Student applies theories of human behavior and the social environment within the clinical context. | -Research and apply theories of human behavior with clients or community at large | 3.15.21 |
| Student explains roles and responsibilities as part of the interprofessional team. | -Watch: Social Worker’s Guide to Social Media<https://www.youtube.com/watch?v=u6wMs96Gl8w> | 3.1.21 |
| Student utilizes self-reflection and supervision in their clinical work. | -Adequately prepare for weekly supervisor with supervisor each week.  | Weekly |

**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** |
| Student utilizes assessment as an ongoing and dynamic process in clinical social work. | -Student will provide biopsychosocial assessment on own-Student will interpret data provided by client-Student will make appropriate referrals, as needed | 3.15.21 |
| Student applies theories of human behavior and the social environment during ongoing clinical assessment. | -Research outside sites and resources that the clients can utilize | 3.1.21 |
| Student employs appropriate methods of assessment with diverse clients and integrates knowledge of their specific contexts to advance practice effectiveness. | -Discuss assessments with supervisor -Engage client in assessment; discuss reasons for assessment and potential outcomes  | 3.15.21 |
| Student utilizes interprofessional processes and collaboration in assessment. | -Collaborate with additional professionals when choosing which assessment tool to use with a client.  | 4.1.21 |
| Student recognizes and manages how their personal experiences may affect their assessment and decision-making in a clinical context. | -Write in reflective journal on the topic of personal experiences and the affects they may play in decision-making in a clinical context | 4.1.21 |

**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** |
| Student chooses and implements appropriate clinical interventions based on dynamic assessment. | -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 | 4.1.21 |
| Student facilitates the use of evidence-informed interventions to achieve the goals of clients. | -Watch: Therapy for War-Related Traumahttps://www .youtube .com/watch?v=tpbIkOSYOFU | 2.10.21 |
| Student applies theories of human behavior and the social environment to effectively intervene with clients. | -Watch: Beyond the Cliffhttps://www .youtube .com/watch?v=uOzDGrcvmus | 2.24.21 |
| Student engages in interprofessional collaboration to strengthen the outcomes of clinical intervention. | -Training: Skills training in affect and interpersonal regulation (STAIR)  https://www .ptsd .va .gov/professional/continuing\_ed/STAIR\_online\_training .asp | 4.25.21 |

**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** |
| Student develops an evaluation process which considers the client’s context.  | -Research ways that agency has evaluated goals of clients-Discuss goals with site supervisor | 4.1.21 |
| Student applies relevant qualitative and quantitative methods in evaluation of clinical outcomes. | -Provide feedback to the site relating to the micro, mezzo, and macro levels of treatment and care-Evaluate client’s environment and what outcomes for the future the client hopes to achieve | 4.1.21 |
| Student applies relevant qualitative and quantitative methods in evaluation of clinical outcomes. | -Discuss with client goals for future with family and social circles-Discharge planning, referrals, and transitional support systems | 4.1.21 |

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