Department of Social Work

School of Urban Affairs and Public Policy

**Foundation Learning Plan for MSW Field Placement**

**Student’s name:**

**Agency:**

**Instructor’s Name:**

At the end of this academic year, the student is to be evaluated in regard to several measures of competence. Those measures pertaining to field placement are listed in several categories below.

In the box below each section, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to develop and demonstrate these competencies. Also, on the right side of the page, please identify competencies that correspond with the activities in which the student will be engaged.

*SAMPLE:*

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| *In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to develop and demonstrate competence in regard to Critical Thinking.* | *List the applicable practice behavior* |
| * *Student will review agency’s Policies and Procedures Manual and, in supervisory sessions, articulate important aspects of the agency’s Policies and Procedures as applied to interactions with clients* * *In supervisory sessions, student will support clinical choices by referencing evidence-based practices in professional literature* * *Student will do screening assessments of prospective clients and, in supervision, will articulate examples of her/his ability to gather and analyze complex facts/interactions in client sessions* * *Student will do follow-up interviews of clients and, in supervisory sessions and in seminar journal, will demonstrate creativity in regard to communication of complex facts/interactions* * *As part of agency’s lunchtime learning symposia, student will provide training for agency staff concerning a topic of her/his choice* * *In supervisory sessions, student will provide instructor with examples of effective written communication in regard to the following: individuals, families, groups, organizations, communities, and colleagues* | *CT-F1*  *CT-F2*  *CT-F2*  *CT-F3*  *CT-F3*  *CT-F3* |

**Core Competencies for Foundation Year**

**1) Professional Conduct: To identify as a professional social worker and conduct oneself accordingly.**

* Social workers serve as representatives of the profession, its mission and core values.
* Identifying as a professional social worker involves knowing the history of social work, ways of enhancing the profession, and the importance of professional conduct and growth.

**PC-F1** Advocate for client access to the services of social work.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**PC-F2** Practice personal reflection and self-correction to assure continual professional development.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**PC**-**F3** Attend to professional roles and boundaries.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**PC-F4** Demonstrate professional demeanor in behavior, appearance, and communication.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**PC-F5** Engage in career-long learning.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**PC-F6** Use supervision and consultation.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**2) Ethics:** Apply social work ethical principles to guide professional practice.

* Social workers are knowledgeable about the value base of the profession, its ethical standards, and its relevant laws.
* Social workers conduct themselves ethically and engage in ethical decision-making.
* Ethical practice involves distinguishing between personal and professional values and understanding the values of clients across age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation.
* Practice involves an awareness of ethical dilemmas and conflicts that occur in practice with individuals, families, groups, organizations, and communities.

**Eth-F1** Recognize and manage personal values in a way that allows professional values to guide practice.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Eth**-**F2** Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work, Statement of Principles.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Eth-F3** Tolerate ambiguity in resolving ethical conflicts.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Eth**-**F4** Apply strategies of ethical reasoning to arrive at principled decisions.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**3) Critical Thinking:** Apply critical thinking to inform and communicate professional judgments.

* Critical thinking is informed by principles of logic, scientific inquiry, and reasoned discernment. It is also augmented by creativity and curiosity.
* Critical thinking requires the examination, analysis, synthesis, and communication of relevant information.

**CT-F1** Distinguish, appraise and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**CT-F2** Analyze models of assessment, prevention, intervention, and evaluation.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**CT-F3** Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**4) Diversity:** Engage diversity and difference in practice

* Engaging diversity and difference in practice involves understanding how the intersectionality of age, class, color, culture, disability ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation shape human experience and are critical to identity formation.
* Social workers appreciate 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.

**Div-F1** Recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Div-F2** Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Div-F3** Recognize and communicate their understanding of the importance of difference in shaping life experience.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Div-F4** View themselves as learners and engage those with whom they work as informants.

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**5) Social & Economic Justice:** Advance human rights and social and economic justice.

* Social workers: recognize that each person has basic human rights; recognize the global interconnections of oppression; are knowledgeable about theories of justice and strategies to promote human and civil rights; and incorporate social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.

**SEJ-F1** Understand the forms and mechanisms of oppression and discrimination.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**SEJ-F2** Advocate for human rights and social and economic justice.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**SEJ-F3** Engage in practices that advance social and economic justice.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**6) Research:** Engage in research-informed practice and practice-informed research

* Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.

**Rsch-F1** Use practice experience to inform scientific inquiry.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Rsch-F2** Use research evidence to inform practice.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**7) HBSE:** Apply knowledge of human behavior and the social environment

* Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.

**HBSE-F1** Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**HBSE-F2** Critique and apply knowledge to understand person and environment.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**8) Policy:** Engage in policy practice to advance social and economic well-being and to deliver effective social work services

* Social workers understand that policy affects service delivery, and they actively engage in policy practice. Social workers know 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.

**Plcy-F1** Analyze, formulate, and advocate for policies that advance social well-being.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Plcy-F2** Collaborate with colleagues and clients for effective policy action.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**9) Context:** Respond to contexts that shape practice

* Social workers are informed, resourceful, and proactive in responding to evolving organizational, communal, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skills to respond proactively.

**Ctxt-F1** Continuously discover, appraise, and attend to changing locales, populations, scientific, and technological developments, and emerging societal trends to provide relevant services.

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**Ctxt-F2** Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**10a) Engage, Assess, Intervene, Evaluate:** Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

* Social workers use a theory-informed knowledge base to understand the dynamic, interactive, and reciprocal processes of engagement with diverse individuals, families, groups, organizations and communities.

**Engg-F1** Substantively and effectively prepare for action with individuals, families, groups, organizations, and communities.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Engg-F2** Use empathy and other interpersonal skills.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Engg-F3** Develop a mutually agreed-on focus of work and desired outcomes.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**10b) Engage, Assess, Intervene, Evaluate:** Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

* Social workers have a theory-informed knowledge base so as to be able to assess individuals, families, groups, organizations, and communities. They understand how to analyze policies and services that affect the well-being of individuals, families, groups, organizations, and communities.

**Asss-F1** Collect, organize, and interpret client data.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Asss-F2** Assess client strengths and limitations.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Asss-F3** Develop mutually agreed-on intervention goals and objectives.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Asss-F4** Select appropriate intervention strategies.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**10c) Engage, Assess, Intervene, Evaluate:** Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

* Social workers develop leadership skills for implementation of policies and services that promote social and economic justice and serve the well-being of individuals, families, groups, organizations, and communities.

**Itvn-F1** Initiate actions to achieve organizational goals.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Itvn-F2** Implement prevention interventions that enhance client capacities.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Itvn-F3** Help clients resolve problems.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Itvn-F4** Negotiate, mediate, and advocate for clients.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Itvn-F5** Facilitate transitions and endings.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**10d) Engage, Assess, Intervene, Evaluate:** Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

* Social workers know how to use research and technological advances in the service of individuals, families, groups, organizations, and communities. Social workers understand how to critically analyze research literature to select appropriate interventions.

**Evlt-F1** Critically analyze, monitor, and evaluate interventions.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Evlt-F2** Monitor efficacy and impact ofinterventions.

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| In the box below, please indicate activities in which the student will be engaged this year in order that s/he will have opportunities to demonstrate this practice behavior. |
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**Attestation:**

By typing my name below, I attest that I have developed and/or reviewed the content of the document above:

**Student’s name: Date:**

**Instructor’s Name: Date:**