

Suggested Learning Activities and Examples of Ways to Monitor/Evaluate (for the BSW LEARNING AGREEMENT)

University of Montana School of Social Work

updated 8/2017

Competency 2.1.1: Identify as a professional social worker and conduct him/herself accordingly.

Competencies	Suggested Learning Activities / Tasks
PB 1.1 Advocate for client access to the services of social work	<ul style="list-style-type: none"> • Learn community, state and federal resources available to clients • Visit area agencies to gain understanding of services and resources • Create resource guide
PB 1.2 Practice personal reflection and self-correction to assure continual professional development	<ul style="list-style-type: none"> • Discuss needed areas of growth in supervision • Keep a journal; reflect on self-awareness, challenges and skills
PB 1.3 Attend to professional roles and boundaries	<ul style="list-style-type: none"> • Discuss appropriate roles and boundaries of student • Identify situations that test my boundaries • Attend staff meetings
PB 1.4 Demonstrate professional demeanor in behavior, appearance, and communication	<ul style="list-style-type: none"> • Dress according to agency policy • Give a presentation at a staff meeting or community event • Use professional language (verbal/nonverbal) when dealing with clients and other professionals in the workplace
PB 1.5 Engage in career-long learning	<ul style="list-style-type: none"> • Attend workshops or trainings • Explore career options in social work • Read professional articles on social problems
PB 1.6 Use supervision and consultation	<ul style="list-style-type: none"> • Attend weekly supervision meetings: prepare topics to discuss with supervisor • Consult with supervisor re: social work issues

Competency 2.1.2: Apply social work ethical principles to guide professional practice.

Competency	Suggested Learning Activities / Tasks
PB 2.1 Recognize and manage personal values in a way that allows professional values to guide practice	<ul style="list-style-type: none"> • Discuss personal/ethical/value dilemmas with supervisor • Review CSWE Code of Ethics
PB 2.2 Make ethical decisions by applying standards of the NASW Code of Ethics	<ul style="list-style-type: none"> • Discuss Code of Ethics with supervisor • Discuss agency policies and how they fit with the code of ethics
PB 2.3 Tolerate ambiguity in resolving ethical conflicts	<ul style="list-style-type: none"> • Identify agency and client ethical dilemmas caused by external factors (funding cuts, etc.) • Participate in treatment teams to learn from other professionals about ways of problem solving
PB 2.4 Apply strategies of ethical reasoning to arrive at principled decisions	<ul style="list-style-type: none"> • Discuss with other agency professionals how they deal with ethical dilemmas

Competency 2.1.3: Apply critical thinking to inform and communicate professional judgments.

PB 3.1 Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom	<ul style="list-style-type: none"> • Read professional journal articles that relate to practice/discuss with supervisor • Interview agency professionals
PB 3.2 Analyze models of assessment, prevention, intervention, and evaluation	<ul style="list-style-type: none"> • Discuss assessment tools utilized in the agency • Shadow supervisor when doing assessments • Discuss prevention/intervention methods utilized by agency
PB 3.3 Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues	<ul style="list-style-type: none"> • Review agency documentation of assessments • Perform agency assessments with clients • Review completed paperwork with supervisor • Identify and practice counseling techniques

Competency 2.1.4: Engage diversity and difference in practice.

Competency	Suggested Learning Activities / Tasks
PB 4.1 Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power	<ul style="list-style-type: none">• Understand different forms of diversity and how it influences work with clients• Discuss barriers to services faced by clients• Utilize diversity/culture/spirituality in assessment activities
PB 4.2 Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups	<ul style="list-style-type: none">• Identify client's strengths• Identify own biases and be self-aware of them while working with clients and other agencies/discuss with supervisor
PB 4.3 Recognize and communicate understanding of the importance of difference in shaping life experiences	<ul style="list-style-type: none">• List ways clients' culture helps/hinders them in social systems• Research and apply knowledge related to diversity to enhance client well-being
PB 4.4 View self as learners and engage those with whom they work as informants	<ul style="list-style-type: none">• Discuss cases and diversity of clients with supervisor• Explore and utilize different perspectives when working with diverse clients

Competency 2.1.5: Advance human rights and social and economic justice.

Competency	Suggested Learning Activities / Tasks
PB 5.1 Understand the forms and mechanisms of oppression and discrimination	<ul style="list-style-type: none">• Identify forms of oppression/discrimination of clients• Develop understanding of current political events and impact on clients
PB 5.2 Advocate for human rights and social and economic justice	<ul style="list-style-type: none">• Advocate for client services at community event• Attend coalition meetings with other agencies• Identify laws and policies which protect client rights• Identify gaps in policies and laws that affect clients rights
PB 5.3 Engage in practices that advance social and economic justice	<ul style="list-style-type: none">• Contact legislators about current client need• Assist client in advocating for needs and changes in policy

Competency 2.1.6: Engage in research-informed practice and practice-informed research.

Practice Behaviors	Suggested Learning Activities / Tasks
PB 6.1 Use practice experience to inform scientific inquiry	<ul style="list-style-type: none">• Read professional journal articles relevant to clients served by the agency• Discuss with supervisors effective forms of intervention utilized with client population
PB 6.2 Use research evidence to inform practice	<ul style="list-style-type: none">• Discuss evaluative tools utilized by agency• Discuss theories and perspectives utilized when working with clients and the effectiveness of them

Competency 2.1.7: Apply knowledge of human behavior and the social environment.

PB 7.1 Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation	<ul style="list-style-type: none">• Understand developmental stages of client population/integrate this into assessment process• Practice using systems theory/strengths perspective
PB 7.2 Critique and apply knowledge to understand person and environment	<ul style="list-style-type: none">• Utilize specific interventions to increase understanding of client in environment• Draw Eco map of client after assessment activities are completed

Competency 2.1.8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

Competency	Suggested Learning Activities / Tasks
PB 8.1 Analyze, formulate, and advocate for policies that advance social well-being	<ul style="list-style-type: none"> • Participate in community advocacy event • Meet with legislators regarding policy issues • Discuss agency policies, strengths and weaknesses
PB 8.2 Collaborate with colleagues and clients for effective policy action	<ul style="list-style-type: none"> • Attend coalition meeting • Discuss laws that affect agency with supervisor

Competency 2.1.9: Respond to contexts that shape practice.

PB 9.1 Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services	<ul style="list-style-type: none"> • Participate in local trainings/workshops relevant to agency issues • Develop understanding of technology utilized within the agency
PB 9.2 Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services	<ul style="list-style-type: none"> • Develop community resource guide for clients • Organize community event to create awareness of social services

Competency 2.1.10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

Competency 2.1.10a: Engagement

Competency	Suggested Learning Activities / Tasks
PB 10a.1 Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities	<ul style="list-style-type: none"> • Develop skills to build rapport/trust with clients • Co-facilitate a mutual aid group
PB 10a.2 Use empathy and other interpersonal skills	<ul style="list-style-type: none"> • Seek feedback from supervisor about interviewing skills • Watch supervisor perform assessment, discuss interviewing skills, both non-verbal and verbal
PB 10a.3 Develop a mutually agreed-on focus of work and desired outcomes	<ul style="list-style-type: none"> • Work with client to develop an intervention plan • Role play an assessment with supervisor/ discuss areas to work on

Competency 2.1.10b: Assessment

PB 10b.1 Collect, organize, and interpret client data	<ul style="list-style-type: none"> • Write, organize and interpret client data • Do family genogram/Eco map after completing assessment
PB 10b.2 Assess client strengths and limitations	<ul style="list-style-type: none"> • Include client's strengths and weaknesses in assessment • Shadow supervisor/observe assessment/document cultural observations
PB 10b.3 Develop mutually agreed-on intervention goals and objectives	<ul style="list-style-type: none"> • Participate in goals setting with client • Review goals and objectives with client
PB 10b.4 Select appropriate intervention strategies	<ul style="list-style-type: none"> • Discuss intervention strategies in practicum seminar • Monitor clients' progress toward goals

Competency 2.1.10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

Competency 2.1.10c: Intervention

Competency	Suggested Learning Activities / Tasks
PB 10c.1 Initiate actions to achieve organizational goals	<ul style="list-style-type: none">• Advocate for clients in need of community services• Facilitate referral process of client to another agency when appropriate
PB 10c.2 Implement prevention interventions that enhance client capacities	<ul style="list-style-type: none">• Facilitate a support group or psycho educational group• Develop a mutually agreed upon focus of work and goals and objectives for clients
PB 10c.3 Help clients resolve problems	<ul style="list-style-type: none">• Empower clients to identify and work on specific achievable goals• Utilize appropriate interpersonal skills with clients
PB 10c.4 Negotiate, mediate, and advocate for clients	<ul style="list-style-type: none">• Connect client to community resources• Maintain communication/follow up with client re-outcomes and potential success
PB 10c.5 Facilitate transitions and endings	<ul style="list-style-type: none">• Review client progress throughout termination phase• Prepare client for final sessions

Competency 2.1.10d: Evaluation

PB 10d.1 Critically analyze, monitor, and evaluate interventions	<ul style="list-style-type: none">• Evaluate assessment/data collection/intervention practices with supervisor• Review client files to determine progress toward goals
--	---