

Radford University

791/792 Learning Agreement: Specialization Year

Student: _____ MSW Field Instructor: _____ Faculty Field Liaison: _____

Task Supervisor (if applicable): _____

Agency: _____ Semester: _____ Year: _____ Work Placement Yes _____ No _____

Instructions. Please create at least 3 general tasks for each competency. These are to be based on the Practice Behaviors for that competency. Under evaluation, elaborate in-depth how you will evaluate the task. Not only is the evaluation at your internship, but this evaluation could also be accomplished through an assignment or activity in field seminar or another class. If evaluation will be a discussion with your field instructor, state in your weekly journal the essence of the discussion.

Competency 1

Demonstrate Ethical and Professional Behavior

Social workers understand the regulations and laws governing the practice of clinical social work in Virginia while resolving ethical conflicts with the guidance of the NASW Code of Ethics. Social workers understand that their primary ethical obligation is to their client, but that they also have obligations to colleagues, the profession, and the broader society. Social workers reflect upon how their personal values and past experiences influence their perceptions of and interactions with client systems. Social workers engaged in clinical practice integrate advocacy in their personal and professional lives. Social workers participate in interprofessional practice. Social workers embrace opportunities for life-long learning and are committed to continually updating their clinical skills.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Exhibit ethical behavior and expect this of their colleagues and the systems in which they work;</p> <p>Actively prepare for client interactions to minimize any potential negative impact of their personal experiences and affective reactions on the relationship with the client;</p> <p>Establish and maintain appropriate boundaries when working with client systems;</p> <p>Challenge themselves and the systems in which they work to use technology ethically;</p>		

Use supervision and consultation to critically examine dynamics of the social worker-client relationship that may not be readily apparent to the treating social worker; and

Exemplify professionalism in behavior, appearance, and communication with and on behalf of clients.

Competency 2

Engage Diversity and Difference in Practice

Social workers understand that providing clinical services to diverse populations requires a thorough and ongoing examination of one's biases and assumptions. Social workers comprehend that delivering clinical services requires understanding the intersectionality of various systems; multiple traits such as race, age, class, culture, ability, ethnicity, gender identity, sexual orientation, immigration status, and veteran status; and discriminatory social and political practices. Furthermore, social workers know that people of diverse backgrounds have multiple strengths; thus, practitioners engage in cultural humility and clinical practice methods that promote self-determination, dignity, and personal well-being. Social workers use diverse and inclusive clinical practice approaches to address the systemic mechanisms that contribute to the oppression encountered by stigmatized populations. Social workers understand the value of working with diverse disciplines and communities to address the range of clinical need.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Understand the multiple diversity factors and their influence on access to clinical services and the clinical relationship;</p> <p>Understand diversity factors and their intersectionality with societal and cultural experiences, structures, and values</p> <p>Reflect on how one's own diversity factors contribute to attitudes and biases which shape the relationship between client and social worker; and</p> <p>Engage interprofessional groups and stakeholders in addressing the influence of intersectionality of diverse factors with populations accessing clinical services.</p>		

Competency 3

Advance Human Rights and Social, Economic, and Environmental Justice

Social workers understand that people who need clinical services experience the full range of violations to their human rights, particularly violations to their human dignity and right to nondiscrimination. Social workers understand that communities of color, the LGBTQIA community, and people with disabilities are disproportionately represented in populations personally impacted by social, economic, and environmental injustice. Social workers understand how those who need clinical services encounter institutional discrimination, fragmented and ineffective systems of care, and disinvestments in affordable and accessible services. Social workers identify and engage multiple stakeholders, including those with lived experiences of needing clinical services, to advocate and organize for access to resources, human rights, and social change that promote quality clinical services.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Formulate strategies, using the UN Declaration of Human Rights as one framework, to champion efforts to advance human rights and social, economic, and environmental justice for people in need of clinical services;</p> <p>Collaborate with multiple stakeholders and constituencies to ensure that people who need clinical services have access to a continuum of care including housing, employment, healthcare, education, entitlements, social welfare benefits, and social supports; and</p> <p>Engage in advocacy and community engagement to challenge and dismantle systems of oppression in an effort to promote accessible and affordable clinical services that promote human well-being.</p>		

Competency 4

Engage In Practice-informed Research and Research-informed Practice

Social workers use research to build knowledge about social work practice and evaluate their own practice. Social workers apply the principles of logic, scientific inquiry, as well as culturally informed and ethical approaches to building knowledge, whether conducting their own research or interpreting the results of others' research. Social workers understand that clinical practice must be grounded in high-quality evidence that meets high ethical standards and that includes the voices of marginalized and oppressed populations.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Critique the strengths and weaknesses of quantitative and qualitative research methods;</p> <p>Maintain familiarity with research literature in their area of practice and apply knowledge from research to clinical practice;</p> <p>Select appropriate measures of client problems and behaviors based on knowledge of instrument design, reliability, and validity; and</p> <p>Conduct client-centered evaluations of their own practice.</p>		

Competency 5
Engage in Policy Practice

Social workers providing clinical services recognize that federal, state, local, and organizational policies affect practice, including treatment options and availability of and access to care for their clients. Practitioners understand that historical, social, cultural, and economic influences have produced different outcomes for clients from marginalized populations due to biased and discriminatory policy-making and implementation. Practitioners advocate effectively at the individual client level and for client populations. They recognize that professional ethics and values require us to engage and align with clients to challenge social injustice during policy formulation, implementation, and evaluation.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Demonstrate leadership in policy formulation, implementation, and evaluation, particularly at the organizational level;</p> <p>Use skills, including interprofessional communication and relationship building, to challenge existing power structures and advocate for equitable policies; and</p> <p>Engage and empower clients to advocate for policies that improve their well-being and the well-being of their communities.</p>		

Competency 6

Engage with Individuals, Families, Groups, Organizations, and Communities

Social workers engaged in clinical practice recognize the importance of rapport-building and other engagement skills in work with clients across the micro, mezzo, and macro systems. Practitioners understand the role that diversity plays in the development and maintenance of the clinical relationship, and utilize skills sensitive to those concepts when engaging with clients. Engagement in clinical practice also requires social workers to comprehend the role that their own biases and past experiences may have on the clinical relationship.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Develop an understanding of what may hinder engagement with clients, as well as ways to address those potential barriers;</p> <p>Process the role that their own biases and past experiences may have on their engagement with client systems;</p> <p>Apply skills in engagement and building rapport with different individuals, families, and groups; and</p> <p>Recognize the context of communities and organizations within which clients are situated.</p>		

Competency 7

Assess Individuals, Families, Groups, Organizations, and Communities

Social workers engaged in clinical practice comprehend the importance of the person-in-environment perspective, as well as systems theories and other relevant practice models on client presentation. Practitioners engage in assessment that encompasses the full scope of physical, psychological and cognitive well-being, social engagement, and spirituality. Social workers also understand that holistic assessment is an integral part to successful clinical practice. Practitioners recognize the role of culture and gender identity in assessment, as well as incorporate assessment methods that account for the developmental level of clients. Practitioners understand the importance of accurate assessment and diagnosis for client outcomes, while understanding the strengths and weaknesses of assessment tools and diagnostic models.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Recognize how their own past experiences and biases may impact assessments of clients and client systems;</p> <p>Understand the biological basis of behavior, as well as the culturally relevant and feminist critiques to the medical diagnostic process in relation to medical and mental illness;</p> <p>Demonstrate the ability to select appropriate assessment tools based upon client culture, developmental level, gender identity, and presenting problem;</p> <p>Conduct biopsychosocial assessments that account for gender identity, developmental level and culture; and</p> <p>Utilize assessment to create clinical treatment plans appropriate to the client's gender identity, culture, and developmental level.</p>		

Competency 8

Intervene with Individuals, Families, Groups, Organizations, and Communities

Social workers engaged in clinical practice strive to meet clients where they are, and understand the person-in-environment perspective. Practitioners also recognize the importance of intervention on micro, mezzo, and macro levels, as well as utilizing interventions that are evidence-based. Clinical practice requires that social workers understand gender identity, as well as the cultural and developmental implications of the interventions they use, and remain cognizant of the need to match interventions with client needs and preferences. Practitioners also recognize the importance of inter-professional collaboration, and endeavor to bring the social work perspective to those teams.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Understand how to select appropriate interventions, and are able to critically analyze the implications for gender identity, development and culture of those interventions for the clients they serve;</p> <p>Implement gender-sensitive, as well as culturally and developmentally appropriate treatment plans;</p> <p>Utilize evidence-based interventions with clients at the individual, family, and group level;</p> <p>Identify interventions appropriate at the organizational and community level; and</p> <p>Engage in inter-professional collaboration in client treatment as appropriate.</p>		

Competency 9

Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Social workers engaged in clinical practice recognize the role of evaluation in the delivery of services. Whether working with clients at the individual, family, group, organizational, or community level, evaluation should be client-centered, and focused on the goals of treatment, as well as the delivery of services. Social workers understand the difference between process evaluation and outcome evaluation, and are able to utilize both as appropriate to the situation. Practitioners also strive to use evidence-based evaluation tools when possible, and incorporate inter-professional collaboration when appropriate. Social workers engaged in clinical practice should utilize findings from evaluation to support future interventions, as well as to address barriers to treatment.

Practice Behavior Examples	Task (3-5 tasks)	Evaluation
<p>Understand the role that evaluation serves in improving clinical practice outcomes, as well as removing barriers to treatment;</p> <p>Identify evaluations that are gender-sensitive, as well as culturally and developmentally appropriate, to assess the process of treatment and treatment outcomes;</p> <p>Utilize client-centered evaluation to assess the process and outcomes of treatment provided to clients at the individual, family, group, organizational, or community level; and</p> <p>Analyze the strengths and weakness of qualitative and quantitative evaluation tools, while being able to identify how personal bias, gender identity, developmental level, previous life experience, and cultural considerations can impact the results obtained by those tools</p>		

Student

Date

Faculty Field Liaison

Date

Field Instructor

Date

Task Supervisor (if applicable)

Date