

**STUDENT LEARNING PLAN**  
**Social Work Practice in**  
**SW 400/401**

**Semester/year:**

**STUDENT:**

Phone Number:

Placement Phone Number:

UW Email Address:

Field Hour Schedule:

**SUPERVISOR:**

Phone Number:

Agency Name/Address:

Office Location:

Email Address:

Fax:

**Academic Courses:**

Course:

Instructor:

Course:

Instructor:

Course:

Instructor:

Course:

Instructor:

Course:

Instructor:

**I. Primary purpose of the field placement and seminar.** As an integral component of social work education, the primary purpose of the field placement and seminar is to provide generalist practice opportunities for the development, integration and application of key competencies that are met through measureable practice behaviors (see section IV. "Competencies and Practice Behaviors"). Theory and concepts learned in the classroom are integrated with practice opportunities, fostering the implementation of evidenced-informed practice. The educational focus for BSW and first year MSW students is on acquiring the core competencies for entry level generalist practice with individuals, families, groups, organizations and communities.

**II. Instructions for completing the learning plan.** In this learning plan (see last column on the right of section IV below), students, in collaboration with agency supervisors and field faculty, identify the methods by which the practice behaviors will be measured. For example, relative to the first one, “advocating for client access to the services of social work,” the student and agency supervisor could agree to the following: student will propose a plan for advocating to be approved by the supervisor and provide an outcome report relative to her/his advocacy work for the supervisor’s review and feedback. This indicates how the student will achieve this practice behavior (an advocacy plan and outcome report) and how it will be measured (e.g., supervisor’s approval, review and feedback regarding the plan and outcome report). Some practice behaviors may have multiple strategies and some may not be addressed in the field agency placement but would then need to be addressed in another part of the agency or another placement, in the field seminar or elsewhere in the School’s curriculum. The learning plan, sometimes referred to as a “learning contract,” is a critical document that can be revised overtime when indicated. Students and/or field faculty needing assistance in completing it should contact the field faculty.

**III. The learning plan and the evaluation and grading of student performance.** The field learning plan, in conjunction with a field performance evaluation instrument (completed by the agency supervisor); the three-way (student, agency supervisor, and faculty) evaluation discussion; weekly observations/reviews regarding on-going student performance; and performance in seminar are the key methods for measuring the extent to which the student has achieved the competencies. The field faculty will grade the student based on these multiple measures. Using the same example as above regarding the field performance evaluation instrument, the agency supervisor would rate (using a rating scale) the student’s performance for this practice behavior based on her/his review and feedback on the student’s advocacy plan and outcome report as well as any other strategies in field practice that may have been identified to address and measure this practice behavior. At the end of the spring semester, it is expected that the student will have achieved all of the competencies through the measurable practice behaviors in order to successfully complete the first year of field.

**IV. Generalist Practice Year Competencies and Practice Behaviors**

**Competency 2.1.1**

**Identify as a professional social worker and conduct oneself accordingly.**

*Social workers serve as representatives of the profession, its mission, and its core values. They know the profession’s history. Social workers commit themselves to the profession’s enhancement and to their own professional conduct and growth*

<p>Generalist Practice (BSW/MSW 1<sup>st</sup> Yr) Required Practice Behaviors:</p> <ul style="list-style-type: none"> <li>• Advocate for client access to the services of social work.</li> <li>• Practice personal reflection and self-correction to assure continual professional development.</li> <li>• Attend to professional roles and boundaries.</li> <li>• Demonstrate professional demeanor in behavior, appearance, and</li> </ul>	<p>Measurable Methods for Achievement:</p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
--	---

communication. <ul style="list-style-type: none"> <li>• Engage in career-long learning.</li> <li>• Use supervision and consultation</li> </ul>	<ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
---	--

**Competency 2.1.2**

**Apply social work ethical principles to guide professional practice.**

*Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law*

Generalist Practice (BSW/MSW 1 <sup>st</sup> Yr) Required Practice Behaviors: <ul style="list-style-type: none"> <li>• Recognize and manage personal values in a way that allows professional values to guide practice.</li> <li>• Make ethical decisions by applying standards of the NASW and, as applicable, the International Federation of Social Workers.</li> <li>• Tolerate ambiguity in resolving ethical conflicts.</li> <li>• Apply strategies of ethical reasoning to arrive at principled decisions</li> </ul>	Measurable Methods for Achievement: <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
--	--

**Competency 2.1.3**

**Apply critical thinking to inform and communicate professional judgments.**

*Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.*

Generalist Practice (BSW/MSW 1 <sup>st</sup> Yr) Required Practice Behaviors: <ul style="list-style-type: none"> <li>• Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom.</li> <li>• Analyze models of assessment, prevention, intervention, and evaluation.</li> <li>• Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues</li> </ul>	Measurable Methods for Achievement: <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
---	---

**Competency 2.1.4**

**Engage diversity and difference in practice.**

*Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. 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.*

<p>Generalist Practice (BSW/MSW 1<sup>st</sup> Yr) Required Practice Behaviors:</p> <ul style="list-style-type: none"> <li>• Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.</li> <li>• Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.</li> <li>• Recognize and communicate an understanding of the importance of difference in shaping life experiences.</li> <li>• View selves as learners and engage those with whom they work as informants</li> </ul>	<p>Measurable Methods for Achievement:</p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
---	---

**Competency 2.1.5**

**Advance human rights and social and economic justice.**

*Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.*

<p>Generalist Practice (BSW/MSW 1<sup>st</sup> Yr) Required Practice Behaviors:</p> <ul style="list-style-type: none"> <li>• Understand the mechanisms of oppression and discrimination;</li> <li>• Advocate for human rights and social and economic justice.</li> <li>• Engage in practices that advance social and economic justice</li> </ul>	<p>Measurable Methods for Achievement:</p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> </ul>
---	--

**Competency 2.1.6**

**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.*

<p>Generalist Practice (BSW/MSW 1<sup>st</sup> Yr) Required Practice Behaviors:</p> <ul style="list-style-type: none"> <li>• Use practice experience to inform scientific inquiry.</li> <li>• Use research evidence to inform practice.</li> </ul>	<p>Measurable Methods for Achievement:</p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
--	---

**Competency 2.1.7**

**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.*

<p>Generalist Practice (BSW/MSW 1<sup>st</sup> Yr) Required Practice Behaviors:</p> <ul style="list-style-type: none"> <li>• Utilize conceptual frameworks to guide the process of assessment, intervention, and evaluation.</li> <li>• Critique and apply knowledge to understand person and environment.</li> </ul>	<p>Measurable Methods for Achievement:</p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
---	---

**Competency 2.1.8**

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

*Social work practitioners 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*

<p>Generalist Practice (BSW/MSW 1<sup>st</sup> Yr) Required Practice Behaviors:</p> <ul style="list-style-type: none"> <li>• Analyze, formulate, and advocate for policies that advance social well-being.</li> <li>• Collaborate with colleagues and clients for effective policy action.</li> </ul>	<p>Measurable Methods for Achievement:</p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
---	---

**Competency 2.1.9**

**Respond to contexts that shape practice.**

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

<p>Generalist Practice (BSW/MSW 1<sup>st</sup> Yr) Required Practice Behaviors:</p> <ul style="list-style-type: none"> <li>• Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.</li> <li>• Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.</li> </ul>	<p>Measurable Methods for Achievement:</p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> </ul>
--	---

**Competency 2.1.10(a)–(d)**

**Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**

*Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.*

<p>Generalist Practice (BSW/MSW 1<sup>st</sup> Yr) Required Practice Behaviors:</p> <p>2.1.10.a Engage with individuals, families, groups, organizations, and communities:</p> <ul style="list-style-type: none"> <li>• Substantively and affectively prepare for action with individuals, families, groups, organizations and communities.</li> <li>• Use empathy and other interpersonal skills.</li> <li>• Develop a mutually agreed-on focus of work and desired outcomes</li> </ul> <p>2.1.10b Assess individuals, families, groups, organizations, and communities:</p> <ul style="list-style-type: none"> <li>• Collect, organize, and interpret client data.</li> <li>• Assess client strengths and limitations.</li> <li>• Develop mutually agreed-on intervention</li> </ul>	<p>Measurable Methods for Achievement:</p> <ul style="list-style-type: none"> <li>•</li> <li>•</li> <li>•</li> <li>•</li> </ul>
--	---

goals and objectives.	
<ul style="list-style-type: none"> <li>• Select appropriate intervention strategies</li> </ul>	•
2.1.10c Intervene with individuals, families, groups, organizations, and communities:	
<ul style="list-style-type: none"> <li>• Initiate actions to achieve organizational goals.</li> <li>• Implement prevention interventions that enhance client capacities.</li> <li>• Help clients resolve problems.</li> <li>• Negotiate, mediate, and advocate for clients.</li> <li>• Facilitate transitions and endings</li> </ul>	• • • • •
2.1.10d Evaluation	
<ul style="list-style-type: none"> <li>• Critically analyze, monitor, and evaluate Interventions</li> </ul>	•

**V. Field Hours and Supervision.** A total of **256** hours of fieldwork is required per semester. A total of **32** hours of this total is accomplished by student participation in the integrated field seminar. A total of **224** hours of field experience has to be completed each semester at the placement setting. Students and supervisors should schedule at least one hour each week for review of student progress.

**VI. Supervision Plan and Schedule**

**VII. Self Care Plan**

**VIII. Field Instructor Notes from Mid-Semester Evaluation**

**IX. Field Instructor Notes from Final Evaluation**

Date Learning Plan/Contract signed:

Student Signature:

Supervisor Signature:

Field Instructor Signature: