**  
FIELD EDUCATION**

SW675 & 689

MSW LEARNING PLAN

Clinical ConcentrationYear

Student’s Name:

Field Agency:

Student’s Signature: Date:

Field Educator’s Signature: Date:

Task Supervisor’s Signature: Date:

Field Advisor’s Signature: Date:

MSW LEARNING PLAN

CLINICAL CONCENTRATION YEAR

The student learning plan provides a broad framework for developing an individualized learning plan which is responsive to the needs of the student and the resources of the field agency. It is designed to give direction and learning structure to the field experience and is developed around the core practice competencies that are designated in the 2008 Educational Policy and Accreditation Standards (EPAS) by the Council on Social Work Education (CSWE).

List of Ten Core Competencies Identified by CSWE

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

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

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

4. Incorporate diversity into practice.

5. Advocate for human rights and social justice.

6. Engage in research-informed practice and practice-informed research.

7. Apply knowledge of human behavior in the social environment.

8. Engage in policy practice to advance social and economic well-being.

9. Respond to contexts that shape practice.

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

CSWE has operationalized these competencies by identifying 41 practice behaviors defined as “a set of measurable practice behaviors that are comprised of knowledge, value and skills.” The internship plays a key role in teaching practice behaviors to students while measuring and reflecting the student’s ability to demonstrate capacity in the ten core competency areas identified by CSWE.

It is the joint responsibility of the student and field educator to negotiate the learning plan content within the first four (4) weeks of the field placement. The student is responsible for providing a copy of the learning plan to Field Education (Powers 122) by the stated deadline on the student field calendar.

This learning plan outlines the core competencies and practice behaviors that all accredited social work programs are required to measure. Each practice behavior should have a student task which relates directly to the behavior. A sample plan is included to assist students and field instructors in developing appropriate tasks. Please contact Field Education or your field advisor if you have additional questions.

**1. COMPETENCY: PROFESSIONALISM**

**CORE COMPETENCY 2.1.1:** Identify With the Social Work Profession

**GOAL:** The intern identifies as a professional social worker and conducts her/himself accordingly

**PRACTICE BEHAVIORS:** A. The intern readily identifies as a social work professional

B. The intern demonstrates professional use of self with clients

C. The intern understands and identifies professional strengths, limitations and challenges

D. The intern develops, manages and maintains therapeutic relationships with clients within the  
 person-in environment and strengths perspectives

**Tasks/Activities** **Target Date**

A. Readily identifies as a social work professional

1.

2.

B. Demonstrates professional use of self with clients

1.

2.

C. Understands and identifies professional strengths, limitations and challenges

1.

2.

D. Develops, manages and maintains therapeutic relationships with clients within the person-in environment   
and strengths perspectives

1.

2.

**2. COMPETENCY: ETHICS**

**CORE COMPETENCY 2.1.2:** Apply Ethical Principles in Practice

**GOAL:** The intern applies social work ethical principles to guide her/his professional practice

**PRACTICE BEHAVIORS:** A. The intern applies ethical decision-making skills to issues specific to clinical social work.

B. The intern employs strategies of ethical reasoning to address the use of technology in clinical practice

and its impact on client rights.

C. The intern identifies and uses knowledge of relationship dynamics, including power differentials.

D. The intern recognizes and manages personal biases as they affect the therapeutic relationship  
 in the service of the client's well-being.

**Tasks/Activities** **Target Date**

A. Applies ethical decision-making skills to issues specific to clinical social work.

1.

2.

B. Employs strategies of ethical reasoning to address the use of technology in clinical practice and its impact on client rights.

1.

2.

C. Identifies and uses knowledge of relationship dynamics, including power differentials.

1.

2.

D. Recognizes and manages personal biases as they affect the therapeutic relationship in the service of the client's well-being.

1.

2.

**3. COMPETENCY: CRITICAL THINKING AND JUDGMENT**

**CORE COMPETENCY 2.1.3:** Apply Ethical Principles in Practice

**GOAL:** The intern applies critical thinking to inform and communicate professional judgments

**PRACTICE BEHAVIORS:** A. The intern engages in reflective practice.

B. The intern Identifies and articulates clients' strengths and vulnerabilities

C. The intern evaluates, selects, and implements appropriate multidimensional assessment, diagnostic,

diagnostic, intervention, and practice evaluation tools.

D. The intern evaluates the strengths and weaknesses of multiple theoretical perspectives and

differentially applies them to client situations.

E. The intern communicates professional judgments to other social workers and to

professionals from other disciplines, in both verbal and written formats..

**Tasks/Activities** **Target Date**

A. Engages in reflective practice.

1.

2.

B. Identifies and articulates clients' strengths and vulnerabilities

1.

2.

C. Evaluates, selects, and implements appropriate multidimensional assessment, diagnostic, intervention, and practice evaluation tools.

1.

2.

D. Evaluates the strengths and weaknesses of multiple theoretical perspectives and differentially applies them to client situations.

1.

2.

E. Communicates professional judgments to other social workers and to professionals from other disciplines, in both verbal and   
written formats..

1.

2.

**4. COMPETENCY: DIVERSITY AND CULTURAL COMPETENCY**

**CORE COMPETENCY 2.1.4:** Incorporate Diversity into Practice

**GOAL:** The intern will engage in diversity and difference in practice

**PRACTICE BEHAVIORS:** A. The intern researches and applies knowledge of diverse populations to enhance client well-being

B. The intern works effectively with diverse populations.

C. The intern Identifies and uses practitioner/client differences from a strengths perspective

**Tasks/Activities** **Target Date**

A. Researches and applies knowledge of diverse populations to enhance client well-being

1.

2.

B. Works effectively with diverse populations.

1.

2.

C. Identifies and uses practitioner/client differences from a strengths perspective

1.

2.

**5. COMPETENCY: ADVOCACY AND SOCIAL JUSTICE**

**CORE COMPETENCY 2.1.5:** Advocate for Human Rights and Social Justice

**GOAL:** The intern will advance human rights and social and economic justice

**PRACTICE BEHAVIORS:** A. The intern will use knowledge of the effects of oppression, discrimination, and historical trauma

on client and client systems to guide treatment planning and intervention

B. The intern will advocates at multiple levels for mental health parity and reduction of health  
 disparities for diverse populations

**Tasks/Activities** **Target Date**

A. Uses knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide  
 treatment planning and intervention

1.

2.

B. Advocates at multiple levels for mental health parity and reduction of health disparities for diverse populations.

1.

2.

**6. COMPETENCY: INFORMED RESEARCH AND EVIDENCE BASED PRACTICE**

**CORE COMPETENCY 2.1.6:** Engage in Informed Research

**GOAL:** The intern engages in research-informed practice and practice-informed research

**PRACTICE BEHAVIORS:** A. The intern uses evidence-based practice in clinical assessment and intervention with clients.

B. The intern participates in the generation of new clinical knowledge, through research and practice.

C. The intern uses research methodology to evaluate clinical practice effectiveness and/or outcomes.

**Tasks/Activities** **Target Date**

**Tasks/Activities** **Target Date**

A. Uses the evidence-based practice in clinical assessment and intervention with clients.

1.

2.

B. Participates in the generation of new clinical knowledge, through research and practice.

1.

2.

B. Uses research methodology to evaluate clinical practice effectiveness and/or outcomes.

1.

2.

**7. COMPETENCY: PERSON IN ENVIRONMENT**

**CORE COMPETENCY 2.1.7:** Apply knowledge of human behavior in the social environment

**GOAL:** The intern applies knowledge of human behavior in the social environment

**PRACTICE BEHAVIORS:** A. The intern synthesizes and differentially applies theories of human behavior and the   
 social environment to guide clinical practice

B. The intern uses bio-psycho-social spiritual theories and multiracial diagnostic classification   
 systems in formulation of comprehensive assessments.

C. Consults with medical professionals, as needed, to confirm diagnosis and/or to monitor

in the treatment process.

**Tasks/Activities** **Target Date**

**Tasks/Activities** **Target Date**

A. Synthesizes and differentially applies theories of human behavior and the social environment to guide clinical practice

1.

2.

B. Uses bio-psycho-social spiritual theories and multiracial diagnostic classification systems in formulation of comprehensive assessments.

1.

2.

C. Consults with medical professionals, as needed, to confirm diagnosis and/or to monitor medication in the treatment process..

1.

**8. COMPETENCY: POLICY**

**CORE COMPETENCY 2.1.8:** Engage in Policy Practice to Advance Social and Economic Well-being

**GOAL:** The intern will engage in policy practice to advance social and economic well-being and deliver effective social services

**PRACTICE BEHAVIORS:** A. The intern communicates to stake-holders the implications of policies and policy change in the lives

of clients.

B. The intern uses evidence-based practice and practice-based evidence in advocacy for policies that

advance social and economic well-being.

C. The intern advocates with and informs administrators and legislators to influence policies that affect clients and service.

**Tasks/Activities** **Target Date**

**Tasks/Activities** **Target Date**

A. Communicates to stake-holders the implications of policies and policy change in the lives of clients.

1.

2.

B. Uses evidence-based practice and practice-based evidence in advocacy for policies that advance social and

economic well-being

1.

2.

C. Advocates with and inform administrators and legislators to influence policies that affect clients and service.

1.

**9. COMPETENCY: CURRENT TRENDS**

**CORE COMPETENCY 2.1.9:** Respond to Contexts That Shape Practice

**GOAL:** The intern will respond to the contexts that shape practice

social work services

**PRACTICE BEHAVIORS:** A. The intern assesses the quality of clients' interactions within their social contexts.

B. The intern develops intervention plans to accomplish systemic change.

C. The intern works collaboratively with others to effect systemic change that is sustainable.

**Tasks/Activities** **Target Date**

**Tasks/Activities** **Target Date**

A. Assesses the quality of clients' interactions within their social contexts.

1.

2.

B. Develops intervention plans to accomplish systemic change.

1.

2.

C. Works collaboratively with others to effect systemic change that is sustainable.

1.

**10. COMPETENCY: PRACTICE SKILLS**

**CORE COMPETENCY 2.1.10:** Assess, intervenes, and evaluates with individual, families, groups, organizations and communities.

**GOAL:** The intern will respond to the contexts that shape practice

social work services

**PRACTICE BEHAVIORS:** A. The intern develops a culturally responsive therapeutic relationship.

B. The intern attends to the interpersonal dynamics and contextual factors that both strengthen and

potentially threaten the therapeutic alliance.

C. The intern establishes a relationally based process that encourages clients to be equal participants

in the establishment of treatment goals and expected outcomes

D. The intern uses multidimensional bio-psycho-social-spiritual assessment tools mutually agreed-on

intervention goals and objectives **(b: Assessment).**.

E. The intern assesses clients' readiness for

F. The intern assesses client's coping strategies to reinforce and improve adaption to life's situations,

circumstances, and events

G. The interns selects and modify appropriate intervention strategies based on continuous clinical

assessment

H. Uses differential and multi-axial diagnoses.

I. Critically evaluates, selects, and applies best practices and evidence-based interventions

J. Demonstrates the use of appropriate clinical techniques for a range of presenting concerns identified

in the assessment, including crisis intervention strategies as needed.

K. Collaborates with other professionals to coordinate treatment interventions.

L. Contributes to the theoretical knowledge base of the social work profession through

practice-based research.

M. Uses clinical evaluation of the process and/or outcomes to develop best practice interventions

for a range of the social work profession through practice-based research.

bio-psycho-social /spiritual conditions.

**Tasks/Activities** **Target Date**

**Tasks/Activities** **Target Date**

A. Develops a culturally responsive therapeutic relationship.

1.

2.

B. Attends to the interpersonal dynamics and contextual factors that both strengthen and potentially threaten the

therapeutic alliance.

1.

C. Establishes a relationally based process that encourages clients to be equal participants in the establishment of   
treatment goals and expected outcomes.

1.

2.

D. Uses multidimensional bio-psycho-social-spiritual assessment tools mutually agreed-on intervention goals and   
objectives **.**

1.

2.

E. Assesses clients' readiness for change

1.

F. Assesses client's coping strategies to reinforce and improve adaption to life's situations, circumstances, and events**.**.

1.

2.

G. Selects and modify appropriate intervention strategies based on continuous clinical assessment..

1.

2.

H. Uses differential and multi-axial diagnoses.

1.

2.

I. Critically evaluates, selects, and applies best practices and evidence-based interventions.

1.

2.

J. Demonstrates the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment,  
 including crisis intervention strategies as needed.

1.

2.

K. Collaborates with other professionals to coordinate treatment interventions.

1.

2.

L. Contributes to the theoretical knowledge base of the social work profession through practice-based research.

1.

2.

M. Uses clinical evaluation of the process and/or outcomes to develop best practice interventions for a range   
of the social work profession through practice-based research. bio-psycho-social /spiritual conditions.

1.

2.

**PRACTICE BEHAVIORS:** A. Applies advanced clinical knowledge of the effects of trauma in multidimensional assessment,   
 intervention and evaluation.

B. Demonstrates professional practice reflecting the profession's core values of service, social justice,   
 dignity and worth of the person, importance of human relationships, integrity and competence.

C. Demonstrates the ability to apply interventions that are responsive to all dimensions of diversity.

D. Responds to factors that produce and constrain the strengths and resilience found in transactions   
 among people, their communities, and the larger social environment, based on differential assessment  
 of risks and protective factors.

E. Demonstrates leadership in addressing the range of political, economic and environmental factors that  
 affect clinical social work practice.

G. Critically evaluates, selects, and applies best practices and evidence-based interventions.

**Barry University School of Social Work specific advanced practice behaviors**

**Tasks/Activities** **Target Date**

**Tasks/Activities** **Target Date**

A. Applies advanced clinical knowledge of the effects of trauma in multidimensional assessment,   
intervention and evaluation.

1.

2.

B. Demonstrates professional practice reflecting the profession's core values of service, social justice,   
dignity and worth of the person, importance of human relationships, integrity and competence.

1.

2.

C. Demonstrates the ability to apply interventions that are responsive to all dimensions of diversity.

1.

2.

D. Responds to factors that produce and constrain the strengths and resilience found in transactions   
among people, their communities, and the larger social environment, based on differential assessment  
of risks and protective factors.

1.

2.

E. Demonstrates leadership in addressing the range of political, economic and environmental factors that  
affect clinical social work practice.

1.

2.