Form: "Activities & Target Dates - Foundation"

Instructions: For each activity below, include the following *** (Hint: You could cut and paste the following into each of your activities if that is helpful.):

- Description of learning activity (What you are going to do)
- How will learning be demonstrated (What would others observe you doing)
- How will learning be evaluated (What will others observe once you are competent in this area)
- Target Date

Helpful Verbs
Interview, write, observe, role play, participate, accompany, attend, summarize, co-lead
Develop, understand, utilize, be able, distinguish between, interpret, formulate, demonstrate, examine, and take initiative

Example
(What) Student will co-lead a social skills group, (How Demonstrated) demonstrating the ability to engage effectively with individual group members, exhibiting positive regard and openness, (Evaluation) and will reflect on progress in supervision.

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## Competency 1

Identify as a professional social worker, apply social work ethical principles to guide professional practice and conduct oneself accordingly.

### Expected Outcomes / CSWE Practice Behaviors
- Identify and demonstrate the value base of the social work profession, its ethical standards, and relevant laws including the NASW Code of Ethics.
- Demonstrate adherence to professional social work roles and their boundaries
- Engage in self-reflection and monitoring
- Identify professional demeanor in behavior, appearance, and communication
- Seek supervisory input and manage authority in relationships in a professional manner to enhance your professional growth and development
- Accept constructive criticism from others to enhance social work skills, and to promote professional growth
- Identify the importance of self-care in professional social work practice, and develop a self-care plan
- Identify and manage personal values such that professional values guide practice
- Identify means of improving client access to social work services

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### Competency 1

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Competency 2

Engage diversity and difference in practice to advance human rights and social and economic justice.

Expected Outcomes / CSWE Practice Behaviors
• Identify personal biases and values and their impact on one’s practice with diverse client systems
• Engage in practices that advance social and economic justice, and human rights
• Recognize the role of trauma-informed care in the promotion of human rights
• View oneself as a learner and engage others as expert informants

Competency 2

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Competency 3

Apply advanced engagement skills (with individuals, groups, families, organization, and communities).

Expected Outcomes / CSWE Practice Behaviors
• Substantively and effectively prepare for action with individuals, families, groups, organizations, and communities
• Exhibit positive regard and openness when communicating with others
• Develop mutually agreed-upon intervention goals and objectives
• Identify personal biases and value and their impact on one's practice with diverse client systems
• Demonstrate a commitment to seek out expertise.

Competency 3

Activity 1 and Target Date | Activity 2 and Target Date
Competency 4

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

Expected Outcomes / CSWE Practice Behaviors
• Identify the agency/organization history, mission, philosophy, and funding stream
• Demonstrate an understanding of the organizational dynamics and how leadership functions within the field setting
• Identify the role of policy in service delivery
• Demonstrate knowledge about history and current structures of social policies and services of field placement setting
• Collaborate with colleagues and clients for effective policy and action.
• Identify the role of practice in policy development
• Identify the role of models of trauma-informed care and human rights promotion in policy practice

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Competency 5

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

Expected Outcomes / CSWE Practice Behaviors
• Use practice experience to inform research
• Engage in research to advance social work practice, the social work profession, and universal human rights
• Identify approaches to evaluate practice and programs
• Demonstrate knowledge about qualitative and quantitative research
• Articulate how research findings can improve practice, policy and trauma informed social service delivery

## Competency 5

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Competency 6

Apply critical thinking to inform and communicate professional judgments to assess, intervene and evaluate individuals, families, organizations and communities.

Expected Outcomes / CSWE Practice Behaviors

Assessment
• Identify and utilize means of organizing information
• Collect, organize, and interpret client data
• Assess client systems’ strengths and challenges
• Select appropriate intervention strategies

Intervention
• Implement a mutually agreed-upon focus of work and desired outcomes
• Implement preventive interventions that enhance client/ target system capacities
• Assist clients to resolve problems
• Negotiate, mediate and advocate for client systems
• Facilitate transitions and endings

Evaluation
• Effectively maintain documentation in accordance with agency/organization’s standards
• Analyze, monitor and evaluate interventions

Competency 6

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