

**University of Maine
School of Social Work**

Specialization Year Field Practicum Learning Plan

The terms of this learning plan will begin on _____ and will continue through _____. Initial planning meetings take place in the first two weeks of the semester; midterm progress checks will take place during weeks 7-9. The end of semester assessment meeting will be scheduled during the final 2 weeks of the semester.

Student: _____ **Faculty Field Liaison:** _____

Field Practicum Agency: _____ **Phone:** _____
Name Address City State Zip

Primary Field Instructor: _____

Learning Contract was developed on: Date of Meeting: _____

Instructions for completing the learning plan:

Students complete the “learning plan activities,” in collaboration with agency supervisors and field faculty. “Learning plan activities” are the learning opportunities (e.g., assignments, processes, tasks) in the field setting (and potentially outside setting as needed) by which progress in the competency occurs.

The “observable Descriptors” are provided by the Council on Social Work Education and are intended to serve as integrated means of showing the knowledge, values, skills, and cognitive & affective processes within each competency. The learning activities crafted by students should connect with multiple dimensions of each competency (Knowledge, Values, Skills, Cognitive & Affective Processes); however, because evaluation of the competencies is intended to be holistic, not all dimensions must be addressed in every competency.

Each student’s learning activities will be unique to her/his/their field setting, focus, interests, and opportunities. The learning contract is a “live” document that can be revised over time as activities shift and opportunities arise.

Competencies and Learning Plan

Competency 1 – Demonstrate ethical and professional behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession’s history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

Student Name:

Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		Knowledge	Values	Skills	Cognitive & Affective Processes
Apply ethical principles and decision-making skills to resolve complex ethical dilemmas in advanced generalist social work practice with clients and constituencies					
Employ strategies of ethical reasoning to address emerging practice issues					
Continually improve practice through use of supervision and consultation, self-reflection and self-regulation of personal and professional motives, needs, and actions					

Competency 2 – Engage diversity and difference in practice

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand 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. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		Knowledge	Values	Skills	Cognitive & Affective Processes
Research, identify and assess knowledge of diverse populations for advanced generalist practice with clients and constituencies in a variety of settings					
Identify and utilize differences between practitioners and individuals, families, groups, organizations, and communities from a strengths perspective					

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Continually improve practice through self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies					
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Competency 3 – Advance human rights and social, economic, and environmental justice.

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		Knowledge	Values	Skills	Cognitive & Affective Processes
Use knowledge of the effects of oppression, discrimination, and historical trauma to guide advanced generalist practice with individuals, families, groups, organizations, and communities					
Demonstrate the ability to develop, analyze, advocate, and provide leadership for policies and services in order to promote social, economic, and environmental justice					

Competency 4 – Engage in practice-informed research and research-informed practice.

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

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Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		Knowledge	Values	Skills	Cognitive & Affective Processes
Utilize research results to identify, evaluate and select effective strategies for advanced generalist practice with clients and constituencies in a variety of settings					
Design and conduct research/evaluation of practice					

Competency 5 – Engage in policy practice.

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand 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. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		Knowledge	Values	Skills	Cognitive & Affective Processes
Demonstrate leadership skills in policy/practice advocacy efforts with clients and constituencies in a variety of settings					
Apply effective policy/practice legislative strategies to influence policies that affect clients and constituencies					
Apply organization and leadership theories to the design and operation of human service organizations					

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Competency 6 – Engage with individuals, families, groups, organizations, and communities.

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		Knowledge	Values	Skills	Cognitive & Affective Processes
Synthesize and differentially apply theories of human behavior and the social environment to engage with clients and constituencies in a variety of settings					
Engage difference and diversity in multi-level advanced generalist practice in a variety of settings with clients and constituencies					
Use empathy and sensitive interviewing skills to engage clients and constituencies in identifying their strengths and problems					
Use empathy and sensitive interviewing skills to establish rapport, and maintain effective working relationships with clients and constituencies					

Competency 7 – Assess individuals, families, groups, organizations, and communities.

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of

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diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		Knowledge	Values	Skills	Cognitive & Affective Processes
Adapt, modify, and use multidimensional assessment tools and approaches for advanced generalist practice with clients and constituencies in a variety of settings					
Synthesize and differentially apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the assessment of data from clients and constituencies					
Evaluate, select, and implement appropriate assessment instruments for advanced generalist practice with clients and constituencies in a variety of settings					
Conduct needs assessment for advanced generalist practice with clients and constituencies in a variety of settings					

Competency 8 – Intervene with individuals, families, groups, organizations, and communities.

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.

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Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		<i>Knowledge</i>	<i>Values</i>	<i>Skills</i>	<i>Cognitive & Affective Processes</i>
Identify, evaluate, and select effective intervention strategies for advanced generalist practice with clients and constituencies in a variety of settings					
Synthesize and differentially apply human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies					
Use inter-professional collaboration as appropriate to achieve beneficial outcomes in advanced generalist social work practice					
Identify, evaluate, and select effective strategies to negotiate, mediate, and advocate on behalf of clients and constituencies					
Identify, evaluate, and select effective transitions and endings that advance mutually agreed-on goals.					

Competency 9 – Evaluate practice with individuals, families, groups, organizations, and communities.

Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

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Observable Descriptors:	Learning Plan Activities:	Dimension of Competency Assessed via Articulated Learning Contract Activity			
		<i>Knowledge</i>	<i>Values</i>	<i>Skills</i>	<i>Cognitive & Affective Processes</i>
Apply research skills in evaluating advanced generalist practice outcomes with clients and constituencies					
Critically analyze, monitor, and evaluate advanced generalist practice intervention processes and outcomes;					
Identify and use evaluation tools for advanced generalist practice in a variety of settings with clients and constituencies					
Communicate and disseminate evaluation results appropriate to the intended audience with clients and constituencies					