

Assignment Options for Field Practica Learning Plans

The following items are provided as optional assignments for MSW generalist and clinical students to use in creating individual learning plans that are utilized in field practica. In other words, students may use the options listed below or may create unique items, in collaboration with Field Instructor (FI)/Task Supervisor(TS), to satisfy the assignments that help to comprise the learning and development of skill as outlined in each of the Practice Behaviors (as identified on the Student Learning Plan). Students may not ‘count’ one activity or assignment in multiple Practice Behaviors; each assignment counts only once.

Competency 1: Demonstrate Ethical and Professional Behavior	
	Assignment
	<ul style="list-style-type: none"> • Identify at least six ethical and six unethical behaviors common to the agency setting. • Research articles regarding the definition of ‘ethical dilemma’ and discuss in supervision. • Review and discuss the agency policy manual’s ethical guidelines and identify potential ethical issues that may arise. Review whether or not the policy manual is representative of the Social Work Code of Ethics/Values. • Discuss your ethical decision-making framework with a colleague and seek their feedback. • Apply principles of critical thinking in practice, research, and policy arenas to an ethical decision making framework. • Develop a plan of self-care that includes measures to care for yourself professionally and personally, while demonstrating an understanding that self-care is paramount for competent and ethical social work practice. • Apply a rights-based, anti-racist, and anti-oppressive lens to understand and critique the profession’s history, mission, roles, and responsibilities, and recognize historical and current contexts of oppression in shaping institutions and social work. • Demonstrate an understanding of the role of other professionals when engaged in interprofessional practice. • Demonstrate the ethical use of technology in social work practice.

	<ul style="list-style-type: none"> • Identify at least two areas of discomfort while working with clients and process with FI. Then identify four strategies to cope with that discomfort. • Identify how one’s biases, life experiences, and/or intersectionality affects the development of professional relationships with both clients and peers. Identify how you will modify your behavior accordingly. • Prepare a written agenda prior to meetings with FI. Take professional notes during the meetings and then review with FI after the meeting for accuracy. • Discuss questions or concerns from at least two cases and compare to how your FI might address the cases. • Ask for, accept, and integrate feedback on a variety of issues. • Keep log of experiences & reactions, aside from your journal, to discuss with your FI. • Discuss guidelines for self-disclosure per agency policy with your FI. Identify instances where you would self-disclose or would not. • Discuss challenges and ethical dilemmas related to confidentiality confronting today’s social workers. • Request anonymous feedback from five clients. Discuss and process feedback given by your FI.
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Competency 2:	Advance Human Rights and Social, Racial, Economic, and Environmental Justice
	Assignment
	<ul style="list-style-type: none"> • Identify areas where you would want to focus continuing professional development from both a personal growth goal and the needs of your agency’s client base. Discuss the importance and requirements of future professional development as a social worker with FI. • Describe three areas of cultural diversity among client systems. Identify where you may need additional education/training for those cultural areas and discuss with FI. Discuss the impact of diversity and intersectionality of experiences from the perspective of at least two clients. • Demonstrate effective and culturally competent interviewing skills to FI. Then, perform three interviews with clients, effectively and competently. • Demonstrate a demeanor of openness to learning. Process with FI what you think you demonstrate and what FI observes. How congruent are the two perspectives? • Research two common languages (other than your native language) used by your consumer base. Identify an interpreter and/or translation service and learn how to use them appropriately, per agency policy. • Experiment with using person-first language and process with FI. • Discuss the impact of four personal experiences with clients with FI, including unconscious bias, comfort level with client, and language used and heard in the experiences. • Demonstrate ability to work with clients of various cultural, ethnic and racial backgrounds and with a variety of problems and value-sensitive issues. • Engage with colleagues that may be of a different culture from you. Focus on approaching those interprofessional relationships with cultural humility.

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| | <ul style="list-style-type: none">• Demonstrate ability to communicate with diverse population and process with FI. Include components of language, non-verbal and verbal skills, as well as understanding of factors that affect communication.• Critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all.• Advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected. |
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Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice

	Assignment
	<ul style="list-style-type: none">• Complete a client education project (newsletter, brochure, bulletin board) that helps clients self-advocate. Teach a client how to use that project.• Identify gaps in community resources and discuss how you may help to alleviate those gaps in your practice. Document three options that can be realistically implemented and measured for efficacy.• Develop advocacy strategies to meet the gaps in provision of services, document and discuss with FI (micro, mezzo, and macro).• Attend and document a community meeting regarding an area of advocacy that directly affects the population served by your agency. How might the information gathered benefit practice or policy at your agency? How can you implement what you learned to further human rights/justice?• Identify underserved needs of population served by agency and develop a plan of action to address those needs.• Review agency's policy on social, economic, and political justice. Does it match the social work professional guidelines? What education do you have from a social work perspective that might be helpful in revising the policy (if needed)?• Identify instances of social injustice experienced by clients. Compile three solutions that can be used to alleviate those injustices and formally propose those solutions to your FI.• Research underutilized area agencies that advocate for your agency population and develop a process or checklist for how to better incorporate those agencies into standard practice.• Attend treatment team/interagency council meetings, take notes, and summarize with FI. Identify how those meetings drive agency policies regarding human rights and justice.• Identify criteria that clients must meet to access agency services. Observe how authorizations are accomplished for those services. Practice completing those authorizations after observing your FI.• Assist at least five clients with paperwork completion (referrals, applications, agency documents).• Identify your position of privilege and power in relation to client system and process with FI. Document how you might approach concerns between you and clients regarding your privilege and power. Discuss your FI's approach and how you might use their suggestions.• Demonstrate an understanding of how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion.• Identify two to three gaps in community resources and how you can possibly reduce those gaps within your agency. Also, note how systemic racism has affected minority groups. Within agency policies, see what programming efforts can be implemented and measured to reduce gaps within the community.• Identify two occurrences of clients coming from different cultural backgrounds than your own. Then, create at least two solutions on how you can better educate yourself on different cultures. Discuss these solutions with your FI.

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Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

	Assignment
	<ul style="list-style-type: none"> • REQUIRED: With approval from your FI/TS, explore and attempt different evidence-based techniques to facilitate at least four clients' goals. • Discuss the effect of research on agency practice and/or policy. Identify two theories you have studied and practice utilizing them in a clinical setting (CLINICAL ONLY). • Conduct a needs assessment using the documentation that the agency requires for at least five clients. • Identify social work theories that have been incorporated into client practice at your agency. Discuss with FI why those theories are used, versus other theories. • Use outcome measures that are evidence based to receive anonymous feedback from ten clients regarding your competence in client intervention. After feedback is received, apply this to your daily practice. • Take notes regarding efficacy of patient interventions and submit professional recommendations to improve current policy. • Select four clients with unique needs. Review their chart and identify two new (<5 years old) methods of intervention for your agency population. Review and receive approval from FI, then practice with clients. • In Supervision, identify a practice issue and research ways that the issue is addressed in a clinical setting (CLINICAL ONLY). • Review agency-wide client demographics and identify an area for clinical intervention. Find two new (<3 years old) peer-reviewed journal articles

	<p>that relate to the primary demographic of your agency. Develop a plan for application of the new research into standard practice.</p> <ul style="list-style-type: none"> • Critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. • Demonstrate an understanding of the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. • Demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and interpret data derived from these methods. • Articulate and share research findings in ways that are usable to a variety of clients and constituencies. • Identify your agency's demographics and apply an area to which could benefit from clinical intervention. Find at least two recent peer-reviewed journal articles that related to the demographic that is shown the most within your agency. Research how to create an application plan with your research you have found.
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Competency 5: Engage in Policy Practice	
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	Assignment
	<ul style="list-style-type: none"> • Identify and discuss with your FI/TS how agency policies and procedures affect diverse populations eligible for services. • Review agency manual for state policies that do not best serve your agency's client base. Then research process for changing state level policy. Begin the process of using your state policy process to try to change the law. • Review agency manual for federal policies that do not best serve your agency's client base. Then research process for changing federal level policy. Begin the process of using your federal policy process to try to change the law. • Identify community and political processes involved in linking direct practice with broader social change objectives. Compare this information to two clients and determine if there are better ways of linking the clients to the objectives. • Interview agency administration on policies impacting practice to gain a perspective of why and how the policy was created. • Critique the history and current structures of social policies and services, and the role of policy in service delivery through rights-based, anti-oppressive, and anti-racist lenses. • Actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

- Contact legislators regarding a policy applicable to your agency setting (do not cite or reference your agency without prior approval).
- Document social policies, laws, practices that impact the client system or delivery of services. Discuss with FI.
- Identify, over the semester, which services are utilized the most and where there is a client need that isn't met.
- Research your population and agency. Identify the key stakeholders and their primary interest of each in the agency's services.
- Review the agency's operating budget with FI. How do policies impact the budget? How can you advocate for more?
- Review the agency's organizational chart with FI. How do policies impact the number of employees hired? What is their workload/billable hour requirements? How can you advocate for change?
- Research state health policies and discuss strengths and weaknesses as they relate to minority clients served by your agency. Identify areas for social work advocacy and engage in that advocacy by joining a professional organization or advocacy group.
- Research federal health policies and discuss strengths and weaknesses as they relate to minority clients served by your agency. Identify areas for social work advocacy and engage in that advocacy by joining a professional organization or advocacy group.
- Attend Legislative Education & Advocacy (LEAD) Day at the Indiana Statehouse and discuss your experience with your FI.
- After reviewing agency policies, discuss with your FI/TS on how they influence diverse populations, the eligibility, and the care provided to those populations by your agency.
- Contact a legislator that represents the district you are in, regarding a policy that affects your agency's primary population. Get approval from TS before sending it.
- Identify state policies that are detrimental to the population that your agency serves. Conduct research for implementing change of said state policy.

Competency 6:	Engage with Individuals, Families, Groups, Organizations, and Communities.
	Assignment
	<ul style="list-style-type: none"> • Review five client charts before their sessions. Share with FI how this helped prepare you for intervention. Consult with FI to ensure you were properly prepared to meet the clients. • Complete five assessments or intakes and process your competence with FI. • Complete two group sessions. Identify theories you utilized in the session. Identify how engagement was conducted and the ways in which it could be improved. • Use systems theory with two clients during assessment. Identify how you will incorporate that into your practice going forward. • Use strengths theory with two clients during assessment. Identify how you will incorporate that into your practice going forward. • Use person-in-environment perspective during two assessments. Identify how you will incorporate that into your practice going forward. • Request anonymous feedback from clients (turned into your FI) regarding your interpersonal skills, ability to “start where the client is”, and your practical application of specific interventions. • Document experiences with clients that are uncomfortable or where you feel engagement was lacking. Request three suggestions from FI regarding how to improve and identify how you implement those. • Demonstrate how you have maintained therapeutic rapport with at least two client systems. • Demonstrate your ability to verbalize empathic statements and reflections with all client systems. Process your style of doing so with your FI. • Demonstrate Motivational Interviewing skills with at least two clients. Consult with FI on your successes and areas for improvement. • Critically evaluate and apply knowledge /theories of human behavior and person-in-environment to facilitate engagement with clients and constituencies. • Self-reflect on how bias, power, and privilege as well as personal values and personal experiences may affect your ability to engage effectively with diverse clients and constituencies. • Use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

	Assignment
	<ul style="list-style-type: none"> • REQUIRED: Demonstrate ability to assess successful goal attainment and plan termination accordingly. Discuss with FI/TS. • Observe at least four assessments and then complete at least two under supervision. • After completing at least two assessments, identify a plan of care for those clients. Review your decisions with the FI. • Attend several treatment team/staff meetings and process with FI. • Complete comprehensive, culturally sensitive, biopsychosocial spiritual assessments with at least five clients. • Read three client files and focus on initial evaluations and if all relevant information was collected and used in designing a plan of care. If not, identify how you would do things differently. If so, identify what type of questions may have helped the assessor to gain that information. • Evaluate your own process and effectiveness in at least two cases by seeking anonymous feedback via FI. • Complete a minimum of three assessments (including case management and documentation) and review with your FI/TS. • Identify two new coping strategies that you can implement with clients diagnosed with SUD. Review for accuracy with FI and then implement. • Identify intervention strategies related to at least four potential client needs, review for accuracy with FI, and then implement in sessions. • Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with four clients. • Discuss understanding of theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies. • Engage in a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. • Recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. • Self-reflect on how bias, power, privilege, and personal values and experiences may affect your assessment and decision making. • Research two to three coping strategies, that you have not used before, and implement those while assessing clients who have substance use disorder, or a history of one. Run these by your FI and TS and then implement those in future sessions. • Discuss intervention strategies with your FI and the application of Maslow's Hierarchy of Needs. Identify at least three challenges that the population faces and discuss how needs are not being met with your FI/TS. • Show your ability of planning with your clients by creating at least three service plans. Discuss with your FI/TS.

Competency 8:	Intervene with Individuals, Families, Groups, Organizations, and Communities
	Assignment
	<ul style="list-style-type: none"> • With FI, develop a plan of care including goals, objectives/outcomes for at least 2 clients. • In collaboration with client systems, develop clear and timely service goals for at least five clients. Document the goals according to agency directives. • Develop measurable objectives that are designed to meet agreed upon goals with focus on two clients. Review the effectiveness with FI/TS when completed with clients. Document the goals according to agency directives. • Complete three care plans. • During your work with two clients, identify service needs or goals, locate agency and/or community resources that address the need, and then implement a referral or connection to those resources. • Co-facilitate and/or independently facilitate at least three group sessions at the agency. Complete all required notes or documentation for those sessions. • Demonstrate ability to practice at least two group interventions. Document appropriately and review successes with FI. • Use interprofessional collaboration to meet therapeutic goals for at least two clients. This may include staffing the client’s chart with Psychologists, Psychiatrists, etc. • Successfully terminate the helping process with at least one client. Discuss with FI how you addressed the clients’ feelings about termination. • Identify an out-of-agency resource and refer a client to that resource using agency specific documentation. Connect client to appropriate resources and referrals to promote goal attainment. • Advocate for needed services for three clients. • Provide psycho-education to three clients (GENERALIST only). • Using appropriate resources, conduct case management with out-of-agency resources assigned to your client’s chart (ie DCS clients, probation). • Discuss roles of a generalist social worker, such as broker, evaluator, teacher, community planner etc. in the process of advocating for a client. How many different roles did this particular advocacy require and how many interactions were used? • Review your clients’ charts for appropriate releases of information. Discuss the necessity for that information with your FI. Assist a client in completing a release of information for someone in their support group. • Critically evaluate and apply knowledge related to theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks when selecting culturally responsive interventions with clients and constituencies. • Facilitate effective transitions and endings with clients and constituencies. • Demonstrate understanding of methods of identifying, analyzing, and implementing evidence-informed interventions. • Participate in interprofessional collaboration to achieve client and constituency goals.

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Assignment

- Complete a self-evaluation tool that assesses skills while working with five clients. Request anonymous feedback from those same five clients. Discuss outcomes with FI, including discrepancies between self-evaluation and client feedback.
- Discuss social trends in the media that impact social worker responses to client needs. In what way do these specific trends impact outcomes?
- Request feedback for four weeks from all clients. Review the feedback. Determine, with the help of your FI, how you might implement the suggestions provided by clients.
- Evaluate four resources (micro) by determining how frequently they are utilized by clients. Are these resources effective in solving client goals or issues? If not, what are your suggestions for improvement of efficacy?
- Evaluate four resources (mezzo) by determining how frequently they are utilized by clients. Are these resources effective in solving client goals or issues? If not, what are your suggestions for improvement of efficacy?
- Evaluate four resources (macro) by determining how frequently they are utilized by clients. Are these resources effective in solving client goals or issues? If not, what are your suggestions for improvement of efficacy?
- Continuously evaluate interventions, not only at termination, throughout work with several clients. This may be done through feedback from clients or measurement of improved symptoms.
- Identify the three most frequently used assessment tools at your agency. Identify the evidence-based research that supports the validity and reliability of those tools.
- Participate in evaluating own professional performance and effectiveness with clients during staffing.
- Evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness.
- Apply anti-racist and anti-oppressive perspectives in evaluating outcomes.
- Use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.
- Demonstrate understanding of theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes.
- With your FI, identify social trends that you have seen within the population that your agency serves. In the media, discuss stigmatization of social workers and the outcomes you have noticed as well. Discuss how you can attempt to lighten this stigmatization.
- Access the most used assessment tools that your agency uses. Apply these to all three levels to social work, and how they can affect

	<p>individuals, groups, or even populations. Discuss the reliability of assessment tools with your FI.</p>
<p>Competency 10: Practice effectively within a rural social work context.</p>	
	<p>Assignment</p>
	<ul style="list-style-type: none"> • Identify and discuss one ethical situation unique to rural social work practice using the NASW Code of Ethics. • Identify when dual relationships have impacted efficacy in your agency. Do these issues impact the client alone or is it a burden on the clinician as well? Identify how (with specific examples) you avoid dual relationships. • Identify how frequently transportation issues or limited access to specialized resources impacts your client systems. How have you worked around those limitations to provide more effective services? • Identify/research the impact of poverty in rural areas and select clients of yours that have experienced poverty. Using specific examples, explain how have you modified your practice to meet their needs. • Identify/research the impact of substance use in rural area and select clients of yours that have experienced SUD, either personally or in their family system. Using specific examples, explain how have you modified your practice to meet their needs. • Discuss potential resistance to services provided outside the family system in rural social work practice. Using specific examples, explain how have you modified your practice to meet their needs. • Conduct research of the impact that substance abuse, or history, has had in your community. Identify the examples used and discuss with your FI how gaps in resources and limitations can be detrimental for the population.