



**2. Skills**

**3. Values**

**B. Assessment of limitations**

**1. Knowledge**

**2. Skills**

**3. Values**

**C. Career goals**

**D. Experiences desired during semester in field setting**

### **III. Educational Plan: Competencies, Practice Behaviors, and Specific Assignments**

- A. PROFESSIONAL IDENTITY: Identify as a professional social worker who provides leadership in administration, community development, and advocacy.**

#### **Practice Behaviors**

1. Identify as a social worker in interdisciplinary relationships.
2. Serve as a representative of the social work profession during professional activities and events.
3. Develop a personal plan for career long learning in social work.

#### **Work Plan:**

- B. VALUES AND ETHICS: Assume leadership in applying ethical principles to decision-making processes.**

#### **Practice Behaviors**

1. Use ethical principles to solve ethical dilemmas.
2. Demonstrate leadership in resolving dissonance between professional values and agency policies and procedures.

#### **Work Plan:**

**C. CRITICAL THINKING: Use creative synthesis of knowledge for effective decision-making.**

**Practice Behaviors**

1. Distinguish, appraise, and integrate multiple sources of knowledge for effective decision-making.
2. Demonstrate effective oral and written communication in determining solutions to complex problems.

**Work Plan:**

**D. DIVERSITY: Develop culturally competent skills for establishing and sustaining collaborations and advocacy efforts.**

**Practice Behaviors**

1. Recognize and combat isms, community stereotypes, and myths.
2. Develop knowledge about service availability and usage across different communities.
3. Utilize skill in working with diverse populations to create and sustain collaborations in responding to gaps in service.
4. Advocate for recruitment, admissions and hiring, and retention efforts that ensure diverse representation in work force and leadership.
5. Communicate information about diverse groups to other professionals.
6. Advocate for and participate in education and training programs that advance cultural competency.

**Work Plan:**

**E. HUMAN RIGHTS AND SOCIAL JUSTICE: Advocate for human rights and social, economic and political justice.**

**Practice Behaviors**

1. Develop and apply knowledge of empowerment strategies to administration and community development.
2. Develop and apply advocacy skills to advance justice for diverse populations.
3. Provide leadership for the advancement of basic human rights.

**Work Plan:**

**F. RESEARCH: Use leadership, administration, community development, and advocacy experience to inform scientific inquiry.**

**Practice Behaviors**

1. Identify research questions that arise from practice experience.
2. Explore opportunities for collaborative research addressing these questions.
3. Evaluate effectiveness of one's own practice skills and make revisions as necessary.

**Work Plan:**

**G. HBSE/THEORY: Demonstrate the ability to critique the effectiveness of theoretical approaches to leadership, administration, community development, and advocacy.**

**Practice Behaviors**

1. Evaluate the effectiveness of the theoretical framework(s) used for each intervention.
2. Determine which theories provide best practice for specific situations.
3. Articulate personal strengths and limitations in utilizing various leadership models.

**Work Plan:**

**H. SOCIAL POLICY: Demonstrate leadership in critiquing policy and advocating for policy change.**

**Practice Behaviors**

1. Identify changes needed to make policy more responsive to client needs.
2. Develop strategies to implement policy change.
3. Develop and sustain collaborations for effective policy action.

**Work Plan:**

**I. PROFESSIONAL CONTEXT: Demonstrate leadership in proactively shaping the organizational, community, governmental, and societal contexts of social work practice.**

**Practice Behaviors**

1. Identify changes needed to improve the quality of social work services.
2. Develop strategies to implement the changes.
3. Develop and sustain collaborations in an effort to improve the delivery of social services.

**Work Plan:**

**J. PRACTICE: Provide leadership to the analysis and implementation of evidenced-based interventions to achieve system goals.**

**Practice Behaviors**

1. Synthesize and apply a range of evidenced-based practice interventions that enhance agency and community capacity.
2. Demonstrate skills in critically analyzing, monitoring, and evaluating social work intervention outcomes and effectiveness.
3. Provide leadership in developing and advocating for policies and services that reflect evidenced-based interventions across diverse client populations.
4. Document consistently and accurately efforts and outcomes specific to the agency setting and agency requirements.

**Work Plan:**

**K. PROFESSIONAL BEHAVIOR: Demonstrate increasing independence and accountability for professional behavior.**

**Practice Behaviors**

1. Be open to learning.
2. Communicate responsibly and sensitively and with respect toward colleagues, field instructors, administrators, staff, and clients.
3. Demonstrate a willingness and an ability to listen to others.
4. Work effectively with others, regardless of level of authority.
5. Show appearance and demeanor that are appropriate to the roles and settings encountered during the educational experiences.
6. Be punctual and consistent in keeping appointments with clients, colleagues, staff, and community contacts.
7. Be punctual and consistent with meeting deadlines and with documentation.
8. Advocate for him/herself in a constructive manner and first use established channels for conflict resolution.
9. Demonstrate personal responsibility and accountability for one's own time and actions in relation to his or her work.
10. Show a willingness to acknowledge constructive feedback or supervision.
11. Use feedback or supervision to enhance professional development.
12. Take responsibility for enhancing the probability of one's academic success, professional development and self care.

**Work Plan:**

**L. INTEGRATION: Integrate classroom and field learning to reflect self-assessment of one's competency as a social worker.**

**Practice Behaviors**

1. Articulate what it means to be a professional social worker.
2. Discuss the theoretical framework that you feel most comfortable using to approach your social work practice; provide examples from your field setting.
3. Evaluate our ability to engage in effective social work practice at this point in the development of your career.
4. Demonstrate an integrated sense of personal/professional use of self with client systems.
5. Demonstrate an understanding of the integration of effective social work practice with the advancement of social, economic, and political justice.

**Work Plan:**

**IV. Administrative Details**

**A. Specify hours and days for field**

**B. Describe plan and times for supervision**

**C. Describe plan for making up holiday hours**

**D. Describe plan for making up sick leave**

**E. List any special arrangements required for this field placement (may include such items as required medical tests, background checks, travel reimbursements, and/or required attendance at specific meetings)**

**SIGNATURES AND DATES**

**Student:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**FieldInstructor:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Faculty Liaison:** \_\_\_\_\_ **Date:** \_\_\_\_\_