Students and field supervisors, when you begin to develop the Education Plan jointly, please consider the following:

1) Consider using 3 or more activities for each competency and practice behavior found on the Education Plan that is specific to the student. (BSW, MSW Foundation Yr. & Concentration Yr.)

2) Consider changing or modifying the language to reflect the complexity of your intended activity on your Educational Plan if you are a BSW, MSW Foundation Year or Concentration Year Student.

3) This is a guide and is not intended as a complete list of possible learning activities; Students learning activities should be specific to their practicum setting.

4) Consider how you and your student will monitor and evaluate each learning activity developed on the Education Plan.
<table>
<thead>
<tr>
<th>CSWE SOCIAL WORK COMPETENCIES</th>
<th>EXAMPLES OF LEARNING ACTIVITIES</th>
</tr>
</thead>
</table>
| **Competency 1. Demonstrate Ethical and Professional Behavior and conduct oneself accordingly.** | 1) Determine commonly used resources for clients and most effective referral process.  
2) Keep notes on own behavior and thoughts during (or after) client meeting. Reflect on how personal assumptions impact professional conduct and interactions with clients.  
3) Keep reflective journal/log of professional development and challenges; discuss in supervision.  
4) Discuss needed areas of growth in supervision and work on strategies toward growth.  
5) Discuss appropriate roles and boundaries of a student intern with Field Instructor and other agency staff; practice behaviors that demonstrate commitment to appropriate roles and boundaries (e.g. not exchanging personal contact information with clients; being mindful of use of social media, etc.).  
6) Illustrate effective communication, either in chart notes, email professional memorandum, letters, and other written correspondence, as well as verbally and non-verbally.  
7) Join a professional social work organization (NASW, ISCSW or OSSW, for example) to gain familiarity with various social workers and social work roles in the community.  
8) Exhibit a professional attitude by arriving to the Field Practicum Site dressed appropriately, clean, smiling with a positive outlook, prepared mentally and emotionally to solve |
**Competency 2. Engage Diversity and Difference in Practice.**

1. Strive to be assigned a diverse caseload of clients.
2. Discuss cultural structure and values and their effect(s) on different clients with supervisor.
3. Utilize journaling, or some other method of reflection, to record personal beliefs, or values, regarding, staff/clients who may be different from your own beliefs.
4. Treat all clients with respect and courtesy regardless of personal bias, and establish initial goals with the client/patient to ensure self-determination, as well as equal and just treatment to all clients/patients of the agency.
5. Review and discuss NASW’s Cultural competency standards with your Field Instructor. Work to incorporate these expectations/practice behaviors into your social work practice.
6. Research and apply knowledge related to diversity to enhance client well-being.
7. Use assessments that include sections of diversity/culture/spirituality as identified by client.
8. Identify client differences using a strengths perspective.

**Competency 3. Advance Human Rights and Social, Economic, and Environmental Justice.**

1. Identify agency population being served and social policies that have created and/or continue to create oppressive circumstances for the life course of the individuals/group.
2. Familiarize self with current political events and their impact on clients.
| Competency 4. Engage in Practice-informed Research and Research-informed Practice. | 3) Identify forms of oppression / discrimination of a particular client group; discuss with supervisor.  
4) Identify common economic barriers to care. Discuss with your Agency Field Instructor.  
5) Identify the institutionally embedded barriers to an individual client’s progress. Discuss them with your Field Instructor.  
6) Follow a bill promoting civil rights for a marginalized group. Educate others and encourage advocacy related to this bill.  
7) Contact legislator about a current client population need.  
8) Attend a public hearing or organizational meeting focused on increasing social and economic justice.  
9) Demonstrate critical thinking and problem solving skills by finding potential solutions and discussing the same with Agency Field Instructor, Faculty Field Liaison, and/or peers in practicum seminar.  
10) Identify and review key concepts of social empowerment strategies. Discuss these strategies with field instructor and practice with clients.  
11) Develop professional contacts with members of advocacy organizations that serve my client population. |
|---|---|
| 1) Be open to feedback on practice from clients and supervisor to improve social work skills.  
2) Solicit feedback from agency staff to learn about effective forms of intervention use with client population.  
3) Read professional journal articles relevant to agency population.  
4) Analyze and/or acquire evidence-based methods being utilized within the agency.  
5) Compare evidence-based methods employed by the agency with methods... |
| Competency 5. Engage in Policy Practice. | 1) Participate in a community advocacy event.
2) Attend Advocacy Days and meet with legislators regarding policy issues.
3) Discuss laws that affect agency with supervisor.
4) Research a minimum of one policy that directly affects the well-being of client population. Discuss impact of this policy on your clients and policy change ideas with Field Instructor.
5) Identify relevant organizational and informational web sites that provide social policy information relevant to your agency’s service population, or serve as clearinghouses for legislative issues. Review them with your Field Instructor. Consider creating a web directory for your agency.
6) Research and/or otherwise observe client advocacy activities supported by the agency which promote benefits for at risk populations.
7) Participate in social work day at the Idaho Legislature.
8) Write a letter to your state or federal representative about a social policy that negatively or positively affects your client population.
9) Track legislative initiatives relevant to your agency’s client population. Create a fact sheet to educate the public about the importance of the initiative and/or issue. |

| Competency 6. Engage with Individuals, Families, Groups, Organizations, and Communities. | 1) Seek feedback from supervisor about ways to build rapport and trust with clients.
2) Plan, develop and carry out a support group.
3) Observe effective facilitation of groups at micro, mezzo, and/or macro levels, |
<table>
<thead>
<tr>
<th>Competency 7. Assess Individuals, Families, Groups, Organizations, and Communities.</th>
<th>Competency 8. Intervene with Individuals, Families, Groups, Organizations, and Communities.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1) Observe client assessment and write/organize/interpret client data (could be shadow process). 2) Do a family genogram and/or eco-map as part of an assessment. 3) Develop a written assessment of client that includes client’s strengths and weaknesses. 4) Observe, reflect, and apply practice skills that assist individuals and/or groups to enhance their well-being from a strengths-based perspective.</td>
<td>1) Work with a client or client system to develop an intervention plan. 2) Facilitate referral process of client to another agency, when appropriate. 3) Maintain communication and follow-up with client to determine client outcomes and potential success. 4) Identify and apply social work theories as they may apply to the process of assessment, intervention or evaluation of clients/patients within the agency. 5) Research and illustrate knowledge of planned change processes, including assessment, planning, intervention, evaluation, termination, and follow-up as may be appropriate at either the micro (individual) level, or at the macro</td>
</tr>
<tr>
<td>and facilitate, or co-facilitate groups when appropriate. 4) Identify areas of comfort and discomfort in client engagement and discuss in supervision. 5) Demonstrate ability to empathize and use appropriate interpersonal skills with clients. 6) Engage with and interview clients/families to determine strengths and challenges. Develop interviewing and rapport-building skills. 7) Review literature on relationship-building and apply concepts to my own interviewing technique.</td>
<td>6) Engage with and interview clients/families to determine strengths and challenges. Develop interviewing and rapport-building skills. 7) Review literature on relationship-building and apply concepts to my own interviewing technique.</td>
</tr>
</tbody>
</table>
| Competency 9. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities. | 1) Maintain communication and follow-up with client to determine client outcomes and potential success.  
2) Review client progress throughout termination phase; prepare client for final a. Sessions/meetings.  
3) Continually review goals and objectives with client to monitor progress.  
4) Review client file(s) to determine progress toward agreed upon goals  
5) Evaluate assessments/data collection and intervention practices during supervision. |
|---|---|
| Competency 10. Knowledge of Afrocentric Perspective. | 1) Demonstrate the ability to view the client(s) holistically by understanding and appreciating the significance of an individual, group or community’s lived experience in order to take an effective bio-psycho-spiritual, social history.  
2) Effectively identify strengths from within the client’s cultural frame of reference which will reduce factors that contribute to oppressed populations alienation, marginalization or continued stigmatization.  
3) Empower clients by partnering with them to identify sustainable solutions to problems which factor in their cultural worldview for long term success. |
| Competency 11. Utilization of technology for professional development and practice. | 4) Identify alternative evaluation methods that factor in qualitative outcome measures, in addition to only quantitative measures. |
| 1) Become familiar with the use of various technological platforms (computers, databases, GIS, social media, etc.) to advance effective client outcomes and agency governance and protocol efficiency. |