

UNIVERSITY OF ARKANSAS AT MONTICELLO
Department of Social Work BSW Program

PROFESSIONAL DEVELOPMENT PLAN (Learning Contract)

Attach your Job Description for Placement. Utilize your Job Description to assist you in developing activities to meet your learning objectives. Be as specific as possible.

LEARNING COMPETENCIES

As an undergraduate generalist social work student, your learning goals should reflect efforts to demonstrate skills in all areas of competencies as stated by the Counsel on Social Work Education (CSWE) and the Department of Social Work's BSW Program at the University of Arkansas at Monticello. These learning goals will become the basis for evaluating your accomplishments and performance during your internship.

Cognitive and Affective Processes: (includes critical thinking, affective reactions, and exercise of judgement) (CSWE, 2022).

- Critical thinking is an intellectual, disciplined process of conceptualizing, analyzing, evaluating, and synthesizing multiple sources of information generated by observation, reflection and reasoning (CSWE, 2022).
- Affective reactions refer to the way in which our emotions influence our thinking and subsequently our behavior (CSWE, 2022).
- Exercise of judgement is the capacity to perceive and discern multiple sources to form an opinion (CSWE, 2022).

Learning Plan Example:

Learning Competency:

3.1.7.2 Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

Formula:

3.1.7.2 Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan **by (activity) as evidenced by (proof).**

Learning Objective:

3.1.7.2 **Student will** demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan **by completing a new client intake as evidenced by an intake questionnaire.**



Learning Competency 1: Demonstrates Ethical and Professional Behavior. LIST: Social work assignments and activities through which student will achieve objective.

3.1.1.1 Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to context.

3.1.1.2 Demonstrate professional behavior; appearance; and oral, written, and electronic communication.

3.1.1.3 Use technology ethically and appropriately to facilitate practice outcomes.

3.1.1.4 Uses supervision and consultation to guide professional judgment and behavior.

3.1.1.1 _____

3.1.1.2 _____

3.1.1.3 _____

3.1.1.4 _____



Learning Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice. LIST: Social work assignments and activities through which student will achieve objective.

3.1.2.1 Advocate for human rights at the individual, family, group, organizational, and community system levels.

3.1.2.2 Engage in practices that advance human rights to promote social, racial, economic, and environmental justice.

3.1.2.1 _____

3.1.2.2 _____

Learning Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice.

LIST: Social work assignments and activities through which student will achieve objective.

3.1.3.1 Demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels.

3.1.3.2 Demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.

3.1.3.1 _____

3.1.3.2 _____

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

LIST: Social work assignments and activities through which student will achieve objective.

3.1.4.1 Apply research findings to inform and improve practice, policy, and programs.

3.1.4.2 Identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work.

3.1.4.1 _____

3.1.4.2 _____



Learning Competency 5: Engage in Policy Practice LIST: Social work assignments and activities through which student will achieve objective.

3.1.5.1 Use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

3.1.5.2 Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.

3.1.5.1 _____

3.1.5.2 _____

Learning Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities. LIST: Social work assignments and activities through which student will achieve objective.

3.1.6.1 Apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies.

3.1.6.2 Use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies.

3.1.6.1 _____

3.1.6.2 _____



Learning Competency 7: Assess Individuals, Families, Groups, and Organizations and Communities. LIST: Social work assignments and activities through which student will achieve objective.

3.1.7.1 Apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies.

3.1.7.2 Demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan.

3.1.7.1 _____

3.1.7.2 _____



Learning Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities. LIST: Social work assignments and activities through which student will achieve objective.

3.1.8.1 Engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals.

3.1.8.2 Incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.

3.1.8.1 _____

3.1.8.2 _____



Learning Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities. LIST: Social work assignments and activities through which student will achieve objective.

3.1.9.1 Select and use culturally responsive methods for evaluation of outcomes.

3.1.9.2 Critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities.

3.1.9.1 _____

3.1.9.2 _____

Field Practicum Student Signature

Date

Field Instructor/ Task Supervisor Signature

Date

Task Supervisor/Designee Signature

Date

Field Education Director Signature

Date