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.

In addition to creating activities which demonstrate each practice behavior, you also need to designate which Dimension is being demonstrated regarding each activity. Please review the definitions below regarding the 4 Dimensions as defined by the Council no Social Work Education (CSWE) within the 2015 EPAS. You will find a box under each practice behavior which corresponds to the aforementioned dimensions. Once you have created your activity please check the appropriate box.
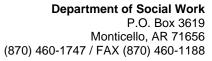
DIMENSIONS:

Knowledge: "theoretical perspectives drawn from multiple disciplines for understanding human behavior in the social environment" (Miley & DuBois, 2019, p.415). Disciplines include, but are not limited to, liberal arts, philosophy and history, field of practice, theoretical constructs and practice models, legislation and social policies, cultural influences, research, and knowledge of self.

Values: "implicit and explicit ideas about what is ideal, "good," and preferred, which translates into norms and guidelines for behavior" (Miley & DuBois, 2019, p.422). Social Work requires the ability to identify and separate personal and professional values, as well as identifying, addressing, and resolving personal biases, and ethical dilemmas as they occur. Finally Social work required the understanding and application of the core values of the profession.

Skills: Social Work requires a wide variety of broad skills including but not limited to, applying theory to practice, application of the Generalist Intervention Model, intervention at all service levels (micro/mezzo/macro), developing and maintaining professional working relationships, oral and written communication, interviewing and documentation, cultural awareness and competence, policy analysis, becoming a proficient consumer and practitioner of research, use of social media and other current technology, and time management (Miley & DuBois, 2019).

Cognitive and Affective Processes: (includes critical thinking, affective reactions, and exercise of judgement) (CSWE, 2015).
➢ Critical thinking is an intellectual, disciplined process of conceptualizing, analyzing, evaluating, and synthesizing multiple sources of information generated by observation, reflection and reasoning (CSWE, 2015).
➢ Affective reactions refer to the way in which our emotions influence our thinking and subsequently our behavior (CSWE, 2015).
➢ Exercise of judgement is the capacity to perceive and discern multiple sources to form an opinion (CSWE, 2015).
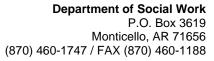
Learning Competency 1: Demonstrate ethical and professional behavior. LIST: Social work assignments and activities through which student will achieve objective.

2.1.1.1 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 as appropriate to context.

2.1.1.2 Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.

2.1.1.3 Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication.

2.1.1.4 Use technology ethically and appropriately to facilitate practice outcomes

2.1.1.5 Use supervision and consultation to guide professional judgment and behavior.

2.1.1.1_____

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Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.1.2_____

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Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.1.3_____

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Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.1.4_____

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Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.1.5_____

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Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.
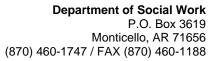
Learning Competency 2: Engage diversity and difference in practice. LIST: Social work assignments and activities through which student will achieve objective.

       2.1.2.1 Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro level.

       2.1.2.2 Present themselves as learners and engage clients and constituencies as experts of their own experiences.

       2.1.2.3 Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

2.1.2.1_____

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       Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.

2.1.2.2_____

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       Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.

2.1.2.3_____

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       Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.
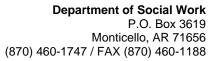
Learning Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice. LIST: Social work assignments and activities through which student will achieve objective.

      2.1.3.1 Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels.

      2.1.3.2 Engage in practices that advance social, economic, and environmental justice.

2.1.3.1_____

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      Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.3.2_____

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      Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.
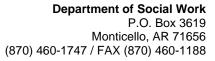
Learning Competency 4: Engage in Practice-Informed Research and Research-Informed Practice.
LIST: Social work assignments and activities through which student will achieve objective.

     2.1.4.1 Use practice experience and theory to inform scientific inquiry and research.

     2.1.4.2 Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.

     2.1.4.3 Use and translate research evidence to inform and improve practice, policy, and service delivery.

2.1.4.1_____

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     Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.

2.1.4.2_____

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     Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.

2.1.4.3_____
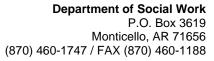   Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.

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

     2.1.5.1 Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

     2.1.5.2 Assess how social welfare and economic policies impact the delivery of and access to social services.

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

2.1.5.1_____

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     Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.5.2_____

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     Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.5.3_____

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     Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.
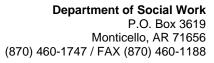
Learning Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities. LIST: Social work assignments and activities through which student will achieve objective.

  2.1.6.1 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.

  2.1.6.2 Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

2.1.6.1_____

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        Dimension: Knowledge_____ Values _____Skills_____Cognitive & Affective Processes _____.

2.1.6.2_____

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        Dimension: Knowledge_____ Values _____Skills_____Cognitive & Affective Processes _____.
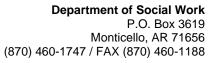
Learning Competency 7: Assess Individuals, Families, Groups, and Organizations and Communities. LIST: Social work assignments and activities through which student will achieve objective.

      2.1.7.1 Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.

      2.1.7.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.

      2.1.7.3 Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.

      2.1.7.4 Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

2.1.7.1_____

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      Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.

2.1.7.2_____

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      Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.

2.1.7.3_____

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      Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.

2.1.7.4_____

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      Dimension: Knowledge_____ Values _____ Skills_____ Cognitive & Affective Processes _____.
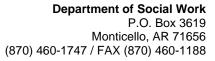
Learning Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities. LIST: Social work assignments and activities through which student will achieve objective.

      2.1.8.1 Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.

      2.1.8.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.

      2.1.8.3 Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.

      2.1.8.4 Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.

      2.1.8.5 Facilitate effective transitions and endings that advance mutually agreed-on goals.

2.1.8.1_____

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    Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.8.2_____

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    Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.8.3_____

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    Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.8.4_____

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    Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.8.5_____

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    Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

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

      2.1.9.1 Select and use appropriate methods of evaluation of outcomes.

      2.1.9.2 Apply knowledge of human behavior and social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.

      2.1.9.3 Critically analyze, monitor, and evaluate intervention and program processes and outcomes.

      2.1.9.4 Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

2.1.9.1_____

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      Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.9.2_____

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      Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.9.3_____

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      Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

2.1.9.4_____

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      Dimension: Knowledge_____Values _____Skills_____Cognitive & Affective Processes _____.

Field Practicum Student Signature   Date

Field Instructor/ Task Supervisor Signature   Date

Task Supervisor/Designee Signature   Date

Field Education Director Signature   Date