

**SCHOOL OF SOCIAL WORK
UNIVERSITY OF GEORGIA
MSW Micro Specialized Practice
LEARNING PLAN**

The learning plan is developed jointly by the student and the field instructor during the first few weeks of the field placement. The intent of the plan is to articulate how the student will demonstrate the knowledge, values, skills, and cognitive and affective processes that comprise the nine competencies specified by the Council on Social Work Education at the specialization level of practice. The competencies are followed by a set of behaviors that integrate these components. The assigned tasks/activities should be developed by addressing both the student's learning needs/interests and the needs of the agency. A single activity may cover multiple behaviors and competencies. The student should be presented with opportunities to demonstrate the knowledge, skills, values, and cognitive and affective processes specified for each competency.

As the student completes assigned tasks, the student should receive regular feedback. Methods for evaluating the student's performance are developed by both the field instructor and the student and should include self-assessment tools.

As the student gains experience in the field setting and as the student's interests and learning needs change, this plan may be modified. Any substantive changes should be documented by the field instructor and shared with the faculty field liaison.

Following completion by the student and the field instructor, this learning plan should be submitted to the faculty field liaison for approval on or before the date specified in the course syllabus provided by the faculty field liaison. Students should maintain a copy of the plan and provide a copy for the field instructor.

AGENCY: _____

STUDENT: _____

DATE: _____

FIELD INSTRUCTOR: _____

DATE: _____

FACULTY LIAISON: _____

DATE: _____

Dimensions	
K	Knowledge
V	Values
S	Skills
CA	Cognitive & Affective Processes <i>(includes critical thinking, affective reactions, and exercise of judgement)</i>

Competency	Behavior	Dimension(s)				Tasks/Activities demonstrating behaviors	Methods of Evaluation and Outcomes
		K	V	S	CA		
I. Demonstrate Ethical and Professional Behavior	1. Demonstrate professional boundaries, roles, and demeanor in advanced social work practice and relationships with diverse clients and professionals;	•	•	•	•		
	2. Apply the NASW Code of Ethics, relevant laws and regulations, ethical decision-making principles and frameworks to issues specific to micro social work practice;	•	•		•		
	3. Use reflection, self-regulation, and clinical supervision to manage personal values and maintain professionalism in practice situations.		•		•		
II. Engage Diversity and Difference in Practice	1. Demonstrate awareness of historical and contemporary forms of privilege, power, oppression, discrimination, and/or marginalization and their impact on clients;	•			•		
	2. Engage clients as experts of their own experiences;		•	•			
	3. Apply self-awareness and self-regulation to manage personal biases and values in working with clients to avoid contributing to stereotypes, shaming, and stigmatization.				•		
III. Advance Human Rights and Social, Economic, and Environmental Justice	1. Advocate on behalf of clients to secure basic human rights, including availability and accessibility of services to meet biopsychosocial needs;			•			
	2. Apply human rights and social justice frameworks to navigate cultural practices of diverse clients.	•	•		•		

Competency	Behavior	Dimension(s)				Tasks/Activities demonstrating behaviors	Methods of Evaluation and Outcomes
		K	V	S	CA		
IV. Engage in Practice-informed Research and Research-informed practice	1. Apply practice experience to inform research on interventions with clients;	•		•			
	2. Identify and employ the best available research to implement appropriate interventions.	•		•			
V. Engage in Policy Practice	1. Apply policy practice skills including education and advocacy to work with clients;			•			
	2. Critically analyze how agency, local, state, federal, and/or global policies affect the wellbeing of clients.	•			•		
VI. Engage with Individuals, Families, Groups, Organizations, and Communities	1. Employ interpersonal and contracting skills, and knowledge of human behavior and lifespan development, to engage diverse individuals, groups, and families;	•		•			
	2. Utilize existing interdisciplinary collaborations and inter-professional relationships, and establish prospective ones, that foster effective social work practice;			•	•		
	3. Deeply engage in critical self-personal and professional experiences may affect the ability to effectively work with diverse individuals, groups, and families				•		

Competency	Behavior	Dimension(s)				Tasks/Activities demonstrating behaviors	Methods of Evaluation and Outcomes
		K	V	S	CA		
VII. Assess Individuals, Families, Groups, Organizations, and Communities	1. Accurately conduct a comprehensive bio-psycho-social-spiritual assessment and assess biopsychosocial needs;			•			
	2. Accurately assess biopsychosocial needs and diagnose psychopathology using DSM-5 and/or other relevant assessment protocols;	•		•			
	3. Develop appropriate and mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, challenges, risks and protective factors within clients.	•		•			
VIII. Intervene with Individuals, Families, Groups, Organizations, and Communities	1. Develop, choose, and implement collaborative, multi-disciplinary prevention and intervention strategies to effectively enhance the psychosocial functioning and well-being of diverse individuals, families, and groups;	•		•	•		
	2. Effectively utilize interdisciplinary knowledge, inter-professional collaboration, and advocacy skills to effectively enhance the psychosocial functioning and well-being of diverse individuals, families, and groups;	•		•			
	3. Facilitate effective transitions and endings that advance mutually agreed-on goals with diverse individuals, families, and groups.			•			

Competency	Behavior	Dimension(s)				Tasks/Activities demonstrating behaviors	Methods of Evaluation and Outcomes
		K	V	S	CA		
IX. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	1. Apply practice evaluation methods, including utilizing appropriate evaluation tools, to assess biopsychosocial intervention effectiveness;	•		•			
	2. Apply research skills to the evaluation of how Power, Oppression, Diversity, Advocacy, and Social Justice impact individuals, families, and groups;			•	•		
	3. Assess intervention and practice effectiveness and refine practices accordingly;			•	•		
	4. Communicate evaluation results to the appropriate audience: clients, co-workers, supervisors, administrators.			•			