

**SCHOOL OF SOCIAL WORK
UNIVERSITY OF GEORGIA
MSW Macro 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 knowledge, skills, values, and cognitive 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 macro practice settings and relationships with diverse constituencies;	•	•	•	•		
	2. Apply the NASW Code of Ethics, relevant laws and regulations, ethical decision-making principles and frameworks to issues in organizational, community, and/or policy practice;	•	•		•		
	3. Identify opportunities for social work involvement to engage diverse constituencies in advocating for social justice.		•		•		
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 constituencies;	•			•		
	2. Engage constituencies as experts of their own experiences;		•	•			
	3. Apply self-awareness and self-regulation to manage personal biases and values in working with constituencies to avoid contributing to stereotypes, shaming, and stigmatization.				•		
III. Advance Human Rights and Social, Economic, and Environmental Justice	1. Advocate on behalf of different constituencies 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 constituencies	•	•		•		

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 constituencies;	•		•			
	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 various constituencies;			•			
	2. Critically analyze how agency, local, state, federal, and/or global policies affect the wellbeing of constituencies.	•			•		
VI. Engage with Individuals, families, Groups, Organizations, and Communities	1. Employ interpersonal and contracting skills, and knowledge of human behavior and lifespan development, to enhance the capacities of diverse groups, organizations, and communities;	•		•			
	2. Utilize existing interdisciplinary collaborations and inter-professional relationships, and establish prospective ones, that foster effective social work practice with diverse groups, organizations, and communities;			•	•		
	3. Deeply engage in critical self-reflection to better understand personal and professional experiences may affect the ability to effectively work with diverse groups, organizations, and communities				•		
VII. Assess Individuals, Families, Groups, Organizations, and Communities	1. Accurately conduct an assessment of the assets/capacities and needs/challenges of constituencies;			•			
	2. Identify appropriate and mutually agreed-upon goal and objectives based on assessment findings.			•			

Competency	Behavior	Dimension(s)				Tasks/Activities demonstrating behaviors	Methods of Evaluation and Outcomes
		K	V	S	CA		
VIII. Intervene with Individuals, Families, Groups, Organizations, and Communities	1. Develop, choose, and implement collaborative, multi-disciplinary prevention and intervention strategies to enhance capacities of diverse groups, organizations and communities;	•		•	•		
	2. Effectively utilize interdisciplinary knowledge, inter-professional collaboration, and advocacy skills to enhance capacities of diverse groups, organizations, and communities;	•		•			
	3. Facilitate effective transitions and endings that advance mutually agreed-on goals with diverse groups, organizations, and communities.			•			
IX. Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities	1. Apply practice evaluation methods, including utilizing appropriate evaluation tools, to the evaluation of diverse types of social systems;	•		•			
	2. Apply research skills to the evaluation of how Power, Oppression, Diversity, Advocacy, and Social Justice impact groups, organizations, communities and public policies;			•	•		
	3. Assess intervention effectiveness and refine practices accordingly;			•	•		
	2. Communicate and/or disseminate evaluation results to the appropriate audience: administrators, community representatives, policy makers.			•			