Suggested Learning Activities and Examples of Ways to Monitor/Evaluate
(for the BSW LEARNING AGREEMENT)

University of Montana School of Social Work

updated 6/16

Competency 2.1.1: Identify as a professional social worker and conduct him/herself accordingly.

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| PB 1.1 Advocate for client access to the services of social work | • Learn community, state and federal resources available to clients  
• Visit area agencies to gain understanding of services and resources  
• Create resource guide | • Feedback from supervisor regarding performance  
• Approval of written documentation by supervisor  
• Co-facilitation of group with supervisor  
• Direct observation by supervisor  
• Review of audio or videotaping of performance by supervisor  
• Client satisfaction measurement tools  
• Pre- and post-test measurement  
• Feedback from personnel in other agencies  
• Suggested changes are adopted in agency  
• Peer review  
• Self-assessment of personal growth  
• Single Subject Design Research |
| PB 1.2 Practice personal reflection and self-correction to assure continual professional development | • Discuss needed areas of growth in supervision  
• Keep a journal; reflect on self-awareness, challenges and skills | |
| PB 1.3 Attend to professional roles and boundaries | • Discuss appropriate roles and boundaries of student  
• Identify situations that test my boundaries  
• Attend staff meetings | |
| PB 1.4 Demonstrate professional demeanor in behavior, appearance, and communication | • Dress according to agency policy  
• Give a presentation at a staff meeting or community event  
• Use professional language (verbal/nonverbal) when dealing with clients and other professionals in the workplace | |
| PB 1.5 Engage in career-long learning | • Attend workshops or trainings  
• Explore career options in social work  
• Read professional articles on social problems | |
| PB 1.6 Use supervision and consultation | • Attend weekly supervision meetings: prepare topics to discuss with supervisor  
• Consult with supervisor re: social work issues | |
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| PB 2.1 Recognize and manage personal values in a way that allows professional values to guide practice | • Discuss personal/ethical/value dilemmas with supervisor  
• Review CSWE Code of Ethics | • Feedback from supervisor regarding performance  
• Approval of written documentation by supervisor  
• Co-facilitation of group with supervisor  
• Direct observation by supervisor  
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| PB 2.2 Make ethical decisions by applying standards of the NASW Code of Ethics | • Discuss Code of Ethics with supervisor  
• Discuss agency policies and how they fit with the code of ethics | |
| PB 2.3 Tolerate ambiguity in resolving ethical conflicts | • Identify agency and client ethical dilemmas caused by external factors (funding cuts, etc.)  
• Participate in treatment teams to learn from other professionals about ways of problem solving | |
| PB 2.4 Apply strategies of ethical reasoning to arrive at principled decisions | • Discuss with other agency professionals how they deal with ethical dilemmas | |

**Competency 2.1.3: Apply critical thinking to inform and communicate professional judgments.**

| PB 3.1 Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom | • Read professional journal articles that relate to practice/discuss with supervisor  
• Interview agency professionals | |
| PB 3.2 Analyze models of assessment, prevention, intervention, and evaluation | • Discuss assessment tools utilized in the agency  
• Shadow supervisor when doing assessments  
• Discuss prevention/intervention methods utilized by agency | |
| PB 3.3 Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues | • Review agency documentation of assessments  
• Perform agency assessments with clients  
• Review completed paperwork with supervisor  
• Identify and practice counseling techniques | |
## Competency 2.1.4: Engage diversity and difference in practice.

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| PB 4.1 Recognize the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power | • Understand different forms of diversity and how it influences work with clients  
• Discuss barriers to services faced by clients  
• Utilize diversity/culture/spirituality in assessment activities | • Feedback from supervisor regarding performance  
• Approval of written documentation by supervisor  
• Co-facilitation of group with supervisor  
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| PB 4.2 Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups | • Identify client’s strengths  
• Identify own biases and be self-aware of them while working with clients and other agencies/discuss with supervisor | |
| PB 4.3 Recognize and communicate understanding of the importance of difference in shaping life experiences | • List ways clients’ culture helps/hinders them in social systems  
• Research and apply knowledge related to diversity to enhance client well-being | |
| PB 4.4 View self as learners and engage those with whom they work as informants | • Discuss cases and diversity of clients with supervisor  
• Explore and utilize different perspectives when working with diverse clients | |
## Competency 2.1.5: Advance human rights and social and economic justice.

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| PB 5.1 Understand the forms and mechanisms of oppression and discrimination | • Identify forms of oppression/discrimination of clients  
• Develop understanding of current political events and impact on clients | • Feedback from supervisor regarding performance  
• Approval of written documentation by supervisor  
• Co-facilitation of group with supervisor  
• Direct observation by supervisor  
• Review of audio or videotaping of performance by supervisor |
| PB 5.2 Advocate for human rights and social and economic justice            | • Advocate for client services at community event  
• Attend coalition meetings with other agencies  
• Identify laws and policies which protect client rights  
• Identify gaps in policies and laws that affect clients rights |                                                                                                               |
| PB 5.3 Engage in practices that advance social and economic justice         | • Contact legislators about current client need  
• Assist client in advocating for needs and changes in policy                                                   | • Client satisfaction measurement tools  
• Pre- and post-test measurement  
• Feedback from personnel in other agencies  
• Suggested changes are adopted in agency  
• Peer review  
• Self-assessment of personal growth  
• Single Subject Design Research |
### Competency 2.1.6: Engage in research-informed practice and practice-informed research.

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<td>PB 6.1 Use practice experience to inform scientific inquiry</td>
<td>● Read professional journal articles relevant to clients served by the agency</td>
<td>● Feedback from supervisor regarding performance</td>
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<td>● Discuss with supervisors effective forms of intervention utilized with client population</td>
<td>● Approval of written documentation by supervisor</td>
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<tr>
<td>PB 6.2 Use research evidence to inform practice</td>
<td>● Discuss evaluative tools utilized by agency</td>
<td>● Co-facilitation of group with supervisor</td>
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<td>● Discuss theories and perspectives utilized when working with clients and the effectiveness of them</td>
<td>● Direct observation by supervisor</td>
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### Competency 2.1.7: Apply knowledge of human behavior and the social environment.

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<td>PB 7.1 Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation</td>
<td>● Understand developmental stages of client population/integrate this into assessment process</td>
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<td>● Practice using systems theory/strengths perspective</td>
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<td>PB 7.2 Critique and apply knowledge to understand person and environment</td>
<td>● Utilize specific interventions to increase understanding of client in environment</td>
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<td>● Draw Eco map of client after assessment activities are completed</td>
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Competency 2.1.8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

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| **PB 8.1** Analyze, formulate, and advocate for policies that advance social well-being | • Participate in community advocacy event  
• Meet with legislators regarding policy issues  
• Discuss agency policies, strengths and weaknesses | • Feedback from supervisor regarding performance  
• Approval of written documentation by supervisor |
| **PB 8.2** Collaborate with colleagues and clients for effective policy action | • Attend coalition meeting  
• Discuss laws that affect agency with supervisor | • Co-facilitation of group with supervisor  
• Direct observation by supervisor  
• Review of audio or videotaping of performance by supervisor  
• Client satisfaction measurement tools  
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• Feedback from personnel in other agencies  
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**Competency 2.1.9: Respond to contexts that shape practice.**

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| **PB 9.1** Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services | • Participate in local trainings/workshops relevant to agency issues  
• Develop understanding of technology utilized within the agency | |
| **PB 9.2** Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services | • Develop community resource guide for clients  
• Organize community event to create awareness of social services | |
Competency 2.1.10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

### Competency 2.1.10a: Engagement

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| PB 10a.1 Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities | • Develop skills to build rapport/trust with clients  
• Co-facilitate a mutual aid group | • Feedback from supervisor regarding performance  
• Approval of written documentation by supervisor  
• Co-facilitation of group with supervisor  
• Direct observation by supervisor  
• Review of audio or videotaping of performance by supervisor  
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| PB 10a.2 Use empathy and other interpersonal skills | • Seek feedback from supervisor about interviewing skills  
• Watch supervisor perform assessment, discuss interviewing skills, both non-verbal and verbal | |
| PB 10a.3 Develop a mutually agreed-on focus of work and desired outcomes | • Work with client to develop an intervention plan  
• Role play an assessment with supervisor/discuss areas to work on | |

### Competency 2.1.10b: Assessment

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| PB 10b.1 Collect, organize, and interpret client data | • Write, organize and interpret client data  
• Do family genogram/Eco map after completing assessment | |
| PB 10b.2 Assess client strengths and limitations | • Include client’s strengths and weaknesses in assessment  
• Shadow supervisor/observe assessment/document cultural observations | |
| PB 10b.3 Develop mutually agreed-on intervention goals and objectives | • Participate in goals setting with client  
• Review goals and objectives with client | |
| PB 10b.4 Select appropriate intervention strategies | • Discuss intervention strategies in practicum seminar  
• Monitor clients’ progress toward goals | |
Competency 2.1.10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

### Competency 2.1.10c: Intervention

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| PB 10c.1 Initiate actions to achieve organizational goals | • Advocate for clients in need of community services  
• Facilitate referral process of client to another agency when appropriate | • Feedback from supervisor regarding performance  
• Approval of written documentation by supervisor |
| PB 10c.2 Implement prevention interventions that enhance client capacities | • Facilitate a support group or psycho educational group  
• Develop a mutually agreed upon focus of work and goals and objectives for clients | • Co-facilitation of group with supervisor  
• Direct observation by supervisor  
• Review of audio or videotaping of performance by supervisor  
• Client satisfaction measurement tools  
• Pre- and post-test measurement  
• Feedback from personnel in other agencies  
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| PB 10c.3 Help clients resolve problems | • Empower clients to identify and work on specific achievable goals  
• Utilize appropriate interpersonal skills with clients | |
| PB 10c.4 Negotiate, mediate, and advocate for clients | • Connect client to community resources  
• Maintain communication/follow up with client re-outcomes and potential success | |
| PB 10c.5 Facilitate transitions and endings | • Review client progress throughout termination phase  
• Prepare client for final sessions | |

### Competency 2.1.10d: Evaluation

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| PB 10d.1 Critically analyze, monitor, and evaluate interventions | • Evaluate assessment/data collection/intervention practices with supervisor  
• Review client files to determine progress toward goals |