

**UW-Milwaukee**  
**The Helen Bader School of Social Welfare**  
**Department of Social Work**  
**Macro Field Education Course Objectives**

**PROFESSIONAL IDENTITY**

<b>721 1<sup>st</sup> Graduate Field Course Objectives</b>	<b>722 Graduate 2<sup>nd</sup> Field Course Objectives</b>	<b>821/822/921 Graduate 3<sup>rd</sup> 4<sup>th</sup> &amp; 5<sup>th</sup> (elective) Field Course Objectives</b>
<b><u>Outcome 1:</u> Recognize the tasks and roles of social work leaders in enhancing organizational and community capacity</b>		
<b>Professional Boundaries</b>	<b>Professional Roles</b>	
Understands the complexities of professional boundaries and is able to establish appropriate boundaries	Demonstrates the ability to employ a range of appropriate relationship development skills including: assertiveness, collaboration, and conflict engagement in a macro practice setting	Demonstrates an emerging leadership role in the field practicum
<b><u>Outcome 2:</u> Demonstrates appropriate and effective communication with all parties related to the field practicum including HBSSW faculty and staff</b>		
Demonstrates effective written and oral communication skills with all parties related to the field practicum	Demonstrates the ability to effectively communicate in an interdisciplinary context or setting	Takes initiative to communicate a social work perspective in all aspects of the field practicum including interdisciplinary settings
<b><u>Outcome 3:</u> Demonstrates the ability to manage time effectively and efficiently</b>		
Demonstrates effective time management skills throughout the practicum by meeting deadlines and adhering to the established schedule of field work	Demonstrates the ability to balance educational, personal, and work responsibilities and adherence to deadlines and timeframes	Develops and demonstrates an ongoing strategy to address the demands of professional and personal responsibilities to prevent stress-related problems including burnout
<b><u>Outcome 4:</u> Understands the supervisory relationship and role of the student in the practicum setting</b>		
Actively prepares for and engages in supervision utilizing field assignments, learning opportunities within the agency, and through weekly supervisory meetings	Demonstrates initiative and preparedness for the supervisory meetings by identifying specific social work skills and competencies needing development	Actively seeks supervisory input and accepts constructive feedback to develop and enhance social work skills and competencies

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**ETHICAL PRACTICE**

<b>Outcome 5: Recognize the cultural &amp; religious belief systems that can influence organizational and community responses</b>		
Demonstrates the ability to identify and examine potential personal and professional values conflicts	Demonstrates the ability to effectively address personal versus. professional value conflicts	Demonstrates the ability to effectively recognize & address the spiritual, cultural, and religious belief systems that can influence organizational & community responses
<b>Outcome 6: Recognizes and addresses professional ethical issues in the field placement</b>		
Demonstrates the ability to identify and articulate appropriate ways to address ethical dilemmas occurring during the field practicum	Is able to apply an ethical reasoning process and a decision making strategy to address real or potential ethical dilemmas in their field practicum	Is able to review and analyze the methodology used in addressing an ethical dilemma and the impact of the decision on all parties involved in the process

**DIVERSITY IN PRACTICE**

<b>Outcome 7: Recognizes personal values, potential biases, &amp; assumptions (i.e. culture, race/ethnicity, religion, sexual identity, etc.)</b>		
Demonstrates the ability to identify and articulate the effect biases and assumptions have on the interactions with all parties related to the field practicum	Develops an appropriate strategy to address one's own biases and assumptions regarding diversity issues	Demonstrates sufficient self-awareness to prevent the influence of personal biases and values in working with diverse groups
<b>Outcome 8: Applies knowledge of diverse populations to enhance the well-being of communities and organizations</b>		
Demonstrates an understanding of the complexity of differences across cultures	Recognizes the potential risk factors and protective influences inherent within diverse populations and communities	Analyzes how individuals, groups, and/or organizations perceive issues, problems, and systems given the diversity of cultural values and beliefs

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**HUMAN RIGHTS AND JUSTICE**

<b>Outcome 9: Understands the forms and mechanisms of oppression and discrimination</b>
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Demonstrates the ability to identify and articulate how issues of oppression and discrimination affect clients and the ability of the agency to deliver services	Utilizes knowledge of oppression and discrimination to guide activities in the field practicum	Identifies policies, laws, political ideology, and other macro factors that contribute to discrimination and oppression
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**RESEARCH BASED PRACTICE**

**Outcome 10: Identify the role of research and how it informs social work practice**

Identifies the agency outcome measures utilized and understands the implications of outcome data on the effectiveness of program interventions and subsequent funding viability	Identifies specific research, journal articles, and/or case studies that address the presenting problems of the clients and the services provided	Is able to describe the strengths and limitations of evidence-based research
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**POLICY PRACTICE**

**Outcome 11: Demonstrates the ability to critically analyze how social policies impact social and economic justice**

Describes how laws, external policies and regulations, and non-regulatory factors help and/or hinder the attainment of the agency mission and the lives of agency consumers	Identifies viable options for the field agency and its consumers to develop ways of influencing public policy, including advocacy	Understands & analyzes the effects of policies on practices and service delivery models that impact issues of social & economic justice
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**PRACTICE CONTEXTS**

**Outcome 12: Critically analyze the historical, political, social, and economic forces that shape one's practice in organizations and communities**

Identifies historical, political, social, and economic forces that influence the needs within the community	Identifies service or resource deficiencies not currently established in the community to address the existing needs	Identifies options to address service and/or resource deficiencies not available in the community
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**SOCIAL WORK PRACTICE**

**Outcome 13 - Engage: Uses Empathy & Interpersonal Skills**

Identifies and demonstrates elements of a positive, professional relationship with all parties related to the field practicum	Demonstrates the ability to engage in a range of skills working with groups such as; participating in meetings or committees, networking, conducting focus groups, public speaking, etc.	Demonstrates interpersonal skills and emotional maturity at an advanced level of social work practice
<b><u>Outcome 14: Demonstrates Engagement with Individuals &amp; Groups from Diverse Backgrounds</u></b>		
Recognizes individual & cultural differences in verbal and non verbal communication	Is able to understand cultural differences & competently communicate with individuals & groups from diverse backgrounds	Is able to establish & maintain positive & respectful working relationships with individuals & groups from diverse backgrounds
<b><u>Outcome 15: Engages in Problem Solving and Goal Setting</u></b>		
Demonstrates the ability to identify and establish goals to resolve problems	Demonstrates the ability to implement problem solving interventions for attaining and maintaining goals	Demonstrates the ability to identify macro level and/or environmental influences that negatively impact the attainment & maintenance of goals
<b><u>Outcome 16: Is able to assess and analyze community and organizational resources and deficiencies</u></b>		
Is able to identify the process for assessing strengths and needs within the community and field agency	Demonstrates the ability to organize the information gathered through an assessment process	Is able to formulate an accurate assessment based on the interpretation of data
<b><u>Outcome 17: Is able to identify and describe an implementation process for best practice intervention methods</u></b>		
Is able to describe an intervention model utilizing best practice	Is able to identify and assess resources & policies that either support or restrict the ability to carry out the intervention plan	Identifies strategies to address resource deficits and policy restrictions at the local, state, & federal level that impact the achievement of intervention goals
<b>721</b>	<b>722</b>	<b>821/822/921</b>
<b><u>Outcome 18: Demonstrates the ability to employ skills using a system's perspective both within and outside of the organization in the following areas: advocacy, community organizing, change strategies, lobbying, social action, etc.</u></b>		
Describes macro strategies to affect change that may positively impact the agency's resources and/or services	Implements action to advocate for positive change at a micro, mezzo, or macro level	Evaluates the impact of a macro level intervention targeted at organizational or community change

<p><b><u>Outcome 19:</u> Demonstrates the ability to advance the goals of the organization through interventions such as; program evaluation, grant writing, community needs assessment, fund raising, develop and/or update policy/procedural manuals, etc.</b></p>		
<p>Is able to outline a plan of intervention to address the goal(s) of the agency program</p>	<p>Engages in a macro project that addresses the goals of the agency and/or community</p>	<p>Implements a process to complete or successfully transition projects, assignments and responsibilities to appropriate parties both during and at the conclusion of the field practicum</p>
<p><b><u>Outcome 20:</u> Understands the importance of an evaluation process in order to determine the effectiveness of intervention strategies, and one's own social work practice</b></p>		
<p>Describes evaluation methods that can be used to assess the effectiveness of practice</p>	<p>Demonstrates the ability to utilize evaluation methods to measure the effectiveness of intervention strategies</p>	<p>Is able to effectively analyze evaluation data and formulate a plan to address the findings</p>
<p><b><u>Outcome 21:</u> Demonstrates professional skills in written documentation</b></p>		
<p>Demonstrates writing skills that are consistent with professional social work standards and agency expectations</p>	<p>Demonstrates the ability to write in a timely, concise, and accurate manner that meets agency expectations</p>	<p>Demonstrates the ability to prioritize &amp; synthesize information in a timely, concise and accurate manner</p>