

UWM-Milwaukee  
The Helen Bader School of Social Welfare  
Department of Social Work  
Field Education Course Objectives – Direct Practice

**Competency I: DEMONSTRATES ETHICAL & PROFESSIONAL BEHAVIOR**

421 Undergraduate 1 <sup>st</sup> Field Course Objectives	422/423/721 Undergraduate 2 <sup>nd</sup> & 3 <sup>rd</sup> (elective) & 1 <sup>st</sup> Graduate Field Course Objectives	722 Graduate 2 <sup>nd</sup> Field Course Objectives	821/822/921 Graduate 3 <sup>rd</sup> 4 <sup>th</sup> & 5 <sup>th</sup> (elective) Field Course Objectives
<b><u>Outcome 1:</u> Understands and demonstrates appropriate professional boundaries and demonstrates professional demeanor in behavior and appearance</b>			
Demonstrates awareness of oneself in the role of a professional	Understands the complexities of professional boundaries and is able to establish appropriate boundaries	Demonstrates the ability to work well with all professionals and interdisciplinary team members during the field practicum experience	Demonstrates a social work perspective in interactions with clients, Field Instructor, and all parties related to 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>			
Initiates timely communication regarding the practicum experience with all parties related to the field practicum	Demonstrates effective written and oral communication skills with all parties related to the field practicum	Demonstrates the ability to effectively communicate using professional terminology 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>			
Understands the importance of time management as related to the expectations of the agency and the requirements of the field practicum	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>			
Demonstrates an understanding of the student role within the agency and the importance of preparing for and actively participating in supervision	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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**Outcome 5: Demonstrate professional skills in written documentation and electronic communication**

Demonstrates an understanding of the importance of developing professional writing skills	Demonstrates writing skills that are consistent with professional social work standards and agency expectations	Demonstrates the ability to write in a timely, concise, and accurate manner that meets agency expectations	Demonstrates the ability to prioritize & synthesize information in a timely, concise and accurate manner
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**Outcome 6: Identify and analyze one's personal ethical conflicts which may occur during the field practicum and recognizes and addresses professional ethical issues in the field practicum using the NASW Code of Ethics and an ethical decision making model**

Identifies personal values and how they either support or conflict with professional social work values and articulates the existence of ethical issues that can occur in professional interactions in all conduct related to the field practicum	Demonstrates the ability to identify and examine potential differences in values between student and field agency clients in supervision and the ability to identify and articulate appropriate ways to address ethical dilemmas occurring during the field practicum	Demonstrates the ability to effectively address value differences between student and client utilizing appropriate social work intervention strategies and is able to apply an ethical reasoning process and a decision making strategy to address real or potential ethical dilemmas in their field practicum	Demonstrates the ability to effectively recognize & address the spiritual, cultural, and religious belief systems that can influence responses to social work Intervention, and 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
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**Competency II: ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE**

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<p><b>Outcome 7: Recognizes personal values, potential biases, &amp; assumptions (i.e. culture, race/ethnicity, religion, sexual identity, etc.) and demonstrates cultural humility and an understanding of oppression and discrimination</b></p>			
Understands and articulates one's own biases and assumptions regarding diversity issues	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
<p><b>Outcome 8: Understands and is comfortable with the existence of human diversity in the field of social work</b></p>			
Recognizes that there are differences in values and beliefs important to members of other cultures	Demonstrates an understanding of the complexity of differences across cultures	Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo and macro levels	Analyzes how individuals or groups perceive issues, problems, and systems given the diversity of cultural values and beliefs

**Competency III: ADVANCE HUMAN RIGHTS AND SOCIAL, ECONOMIC, & ENVIRONMENTAL JUSTICE**

<p><b>Outcome 9: Understands the forms and mechanisms of oppression and discrimination and engages in practices that advance social, economic, and environmental justice</b></p>			
Understands and describes how specific issues of oppression and discrimination are related to age, gender, sexual orientation, race, culture, religion, disability, socioeconomic status, immigration status, criminal history, etc.	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 a client's experience of oppression and discrimination to guide planning for intervention and/or treatment	Identifies policies, laws, political ideology, and other macro and environmental factors that contribute to discrimination and oppression

**Competency IV: ENGAGE IN PRACTICE-INFORMED RESEARCH & RESEARCH-INFORMED PRACTICE**

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

Describes the relevance of research and how it informs practice including evidence-based methods & gathering information through literature research	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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**Competency V: ENGAGE IN POLICY PRACTICE**

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

Identifies governmental bodies and organizations that influence the establishment of policies, regulations, and administrative rules that impact the agency and its consumers	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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**Competency VI: ENGAGE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, & COMMUNITIES**

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**Outcome 12: Demonstrates an understanding of the services provided by the field agency in response to the needs of the community**

Understands the needs of the community and the agency's programmatic response to those needs	Identifies existing community resources that have been established, which address the needs of the client population served by the agency	Identifies services or resource deficiencies not addressed in the community	Identifies options to address service and/or resource deficiencies not available in the community
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**Outcome 13 - Engage: Uses Empathy & Interpersonal Skills**

Demonstrates basic listening skills and appropriate affect when engaging with others	Identifies and demonstrates elements of a positive, professional relationship with all parties related to the field practicum	Demonstrates empathy and respect in professional relationship with all parties related to the field practicum	Demonstrates interpersonal skills and emotional maturity at an advanced level of social work practice
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**Outcome 14: Demonstrates Engagement with Individuals & Groups from Diverse Backgrounds**

Demonstrates respect and empathy with clients from diverse backgrounds	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 clients/client groups from diverse backgrounds
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**Competency VII: ASSESS INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, & COMMUNITIES**

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**Outcome 15: Engages in Problem Solving and Goal Setting**

Demonstrates an understanding of the skills required to engage in problem solving & goal setting with clients	Demonstrates the ability to identify and set client centered 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
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**Outcome 16: Demonstrates the ability to collect, organize, and interpret client data**

Understands and describes the information needed to formalize an assessment	Demonstrates the ability to collect data to create a strength-based assessment that identifies client needs	Demonstrates the ability to organize the information gathered through the strength-based assessment	Is able to formulate an accurate assessment based on the interpretation of client data
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**Outcome 17: Identifies Client Strengths & Limitations and the Mezzo and Macro influences affecting the client and community**

Understands and is able to describe client strengths and limitations	Demonstrates the ability to assess strengths, limitations, and needs with the client and their support system	Demonstrates the ability to involve members of the client's personal and professional support system in assessing client strengths, limitations, and needs in the development of service goals	Assists clients with the development of interventions that maximize their strengths and minimize their limitations
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**Competency VIII: INTERVENE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, & COMMUNITIES**

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<b>Outcome 18: Identify Intervention Plans &amp; Strategies</b>			
Identifies and understands the components of available intervention plans including agency and community resources	Demonstrates the ability to develop an intervention plan utilizing agency and community resources	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>Outcome 19: Demonstrates the ability to implement intervention strategies including referrals and termination</b>			
Identifies and understands the steps necessary to implement an intervention strategy	Engages with clients in order to successfully implement intervention strategies	Is able to describe and/or implement the process for facilitating referrals utilizing available resources	Is able to describe and/or implement the termination process with clients and staff in a professional manner
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<b>Outcome 20: Engages in best practice models and/or strategies that build on client strengths</b>			
Identifies strategies and/or methods designed to maximize client strengths	Implements strategies and/or methods designed to maximize client strengths	Is able to identify best practice models relevant to engaging strategies that build on client strengths	Is able to apply best practice models relevant to engaging strategies that build on client strengths
<b>Competency IX: EVALUATE PRACTICE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, &amp; COMMUNITIES</b>			
<b>Outcome 21: Understands the importance of an evaluation process in order to determine the effectiveness of the intervention strategies and one's own social work practice while considering the influence of mezzo and macro factors on the client, family, group, organization and/or community</b>			
Describes the methods that can be used to evaluate the effectiveness of intervention strategies used with clients	Demonstrates the ability to utilize evaluation methods to measure the effectiveness of intervention strategies used with clients	Describes evaluation methods that can be used to assess the effectiveness of the student's social work practice	Utilizes evaluation methods to measure and maximize the effectiveness of the student's social work practice