

**Educational Contract
Community Organization Advanced Year
Competencies and Advanced Practice Behaviors**

Date: _____

Student's Name: _____ Faculty Advisor: _____

Focused Area of Study: (if applicable) _____

Field Instructor: _____

Agency: _____

Department: _____

Address: _____

Field Instructor telephone #: _____

Field Instructor email: _____

Field Placement Hours Options (hours per week) ___ 15 or ___ 20

List field schedule per day (e.g., M/9-5, W/9-1, F/9-5)

_____ Sun _____ M _____ T _____ W _____ Th _____ F _____ Sat

Twenty hour per week students should be allowed two hours per week of field time to complete required written material (e.g. process-recordings, meeting minutes, etc.). Fifteen hour per week students should be allowed one and one half hours per week for the same.

At the end of each semester first year field students will be evaluated on each practice behavior according to the scale below. The evaluation form will be forwarded to you several weeks before it is due.

Rating Scale

Student's skill level in these areas are:					n/a
(5) Outstanding performs well above the standard	(4) Good meets performance standards	(3) Needs Improvement performs somewhat below the standard but shows potential for improvement	(2) Unsatisfactory performs far below the standard with minimal evidence of potential to improve	(1) Failing does not show potential for performing satisfactorily	

Please identify student assignments and activities that will help the student gain advanced community organization skills incorporating the ten competencies operationalized through the practice behaviors identified throughout this form. See the community organization section of the field manual for suggested community organization assignments.

Community Organization Assignments (types of assignments/projects): _____

Competencies and Practice Behaviors

Sample assignments and activities for students are offered. These are not required assignments. They are offered only as examples of experiences that could foster the expected practice behaviors.

Competency 1: Identify as a professional social worker and conduct oneself accordingly.

Practice Behaviors:

- 1.1 Know the historical roots of social work in community and organizational practice
- 1.2 Integrate the legacy of social work macro practice in work with communities and organizations

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 1

- Identify in supervision the historical roots of social work as it pertains to community and organizational practice
- Research historical MSW advocates related to agency issue area or constituency

Planned Assignments/Activities: _____

Competency 2: Apply social work ethical principles to guide professional practice.

Practice Behaviors:

- 2.1 Ascribe to the values and ethics advanced by NASW and CSWE for professional conduct and engage in ethical decision-making in working with communities and organizations
- 2.2 Promote inclusive grassroots organizing by utilizing strengths of differing life experiences to build inclusive communities and multicultural organizations
- 2.3 Advance effective and efficient social service delivery and access to resources in organizations and communities

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 2

- Read the NASW Code of Ethics
- Complete self-evaluation of professional conduct when working with communities
- Analyze the agency's grants, programs, and program design models
- Identify strengths based practice when working to build inclusivity and multicultural communities and organizations
- Organize and/or create a workshop on multiculturalism
- Keep a journal/log entries reflecting on ethical decision making in social work practice
- In supervision reflect on professional conduct when working with communities and/or organizations

Planned Assignments/Activities: _____

Competency 3: Apply critical thinking to inform and communicate professional judgments.

Practice Behaviors:

- 3.1 Approach community and organizational problem-solving using logical, evidence-based, and reasoned frameworks for analysis and synthesis toward intervention
- 3.2 Inform and engage diverse constituents in critical problem-solving, strategic planning, and power analysis

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 3

- Review and discuss an issue or organizing campaign plan
- Conduct literature review on community-based best practices related to an agency issue area
- Review past organizing plans to inform practice
- Identify ways to engage diverse constituents in power analysis
- Create and organize a consumer group to contribute to a strategic planning process
- Read and review agencies mission, goals, and objectives
- Attend program design/planning meetings

Planned Assignments/Activities: _____

Competency 4: Engage diversity and difference in practice.

Practice Behaviors:

- 4.1 Engage and assure participation of diverse and marginalized community and organization constituents in assessing, planning and implementing interventions
- 4.2 Apply critical thinking regarding the nature of diverse communities, multicultural organizations, and social change interventions

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 4

- Review completed community assessment if one is available
- Complete an agency and/or community assessment to identify diverse and marginalized population
- Identify and/or create tools to assure participation of diverse and marginalized communities in the planning and implementation of interventions in the community
- Create a proposed plan to address diversity needs of agency, community or social movement

Planned Assignments/Activities: _____

Competency 5: Advance human rights and social and economic justice.

Practice Behaviors:

- 5.1 Advocate for human and civil rights individually and collectively
- 5.2 Work to eliminate social and economic injustice with communities, organizations, institutions, and society

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 5

- Educate consumers regarding their individual rights
- Organize a voter registration campaign
- Attend lobby day at the Capitol
- Prepare and/or testify at the legislature
- Identify during supervision ways to advocate for human and civil rights both individually and collectively
- Identify ways to work toward elimination of social and economic injustice in communities vs. organizations vs. institutions vs. the larger society

Planned Assignments/Activities: _____

Competency 6: Engage in research-informed practice and practice-informed research.

Practice Behaviors:

- 6.1 Utilize quantitative and qualitative research to understand the nature of communities and organizations and the best practices to improve well-being in these macro systems

6.2 Utilize theories of community and organizational behavior in assessment and analysis of macro intervention

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 6

- Participate in agency quantitative and qualitative research efforts
- Identify best practices to be utilized to improve the well-being in these macro systems
- Identify and read research on social work best practices related to agency mission and organizing efforts
- Apply theory and knowledge from macro course work to field through supervision, journal/logs

Planned Assignments/Activities: _____

Competency 7: Apply knowledge of human behavior and the social environment.

Practice Behaviors:

- 7.1 Recognize the interconnection between people and place, between people and organizations, and the macro systems of which they are a part
- 7.2 Recommend and evaluate interventions that enhance the connectivity of persons in communities and organizations that impact their lives, especially in urban context

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 7

- Reflect on professional use of self in committees, groups and other meeting settings
- Interview board members, community, and advocates regarding personal and professional role models and their influence
- Develop interview guide, tool or survey
- Observe a board or community meeting and analyze the power dynamics through use of meeting analysis or process recording

Planned Assignments/Activities: _____

Competency 8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

Practice Behaviors:

- 8.1 Recognize that social work is a political profession and that political process and policy affects communities and organizations as well as their practice in these macro styles
- 8.2 Analyze policies from historical, social, economic, political and power contexts
- 8.3 Actively engage in the policy arena on behalf of community and organizational interests toward improved well – being, especially for the most vulnerable populations

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 8

- Research and identify elected officials on the municipal, state and federal level
- Increase knowledge of governmental systems i.e., city council and state legislature
- Train consumers about advocacy issues and governmental systems and processes
- Participate in lobby day at the Capitol
- Mobilize consumers around issue advocacy
- Provide testimony at the legislature on behalf of community and organizational interests
- Advocate for the well-being of vulnerable populations in the community, organization and larger macro systems

Planned Assignments/Activities: _____

Competency 9: Respond to contexts that shape practice.

Practice Behaviors:

9.1 Apply theoretical frameworks to assess and analyze the task domain of communities and constituencies they serve

9.2 Strategically plan organizational or community change and development relative to improved social, economic, political and environmental well-being

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 9

- Utilize community planning/organizing tools to analyze allies and opposition to win on an issue
- Participate in coalition advocating for community issues
- Insure consumer participation in strategizing, organizing, and planning
- Using journal/log periodically apply classroom theory to practice in field

Planned Assignments/Activities: _____

Competency 10: Engage, assess, intervene and evaluate with individuals, families, groups, organizations, and communities.

Practice Behaviors:

10(a) Engagement

- 10(a)1.1 Engage with communities, participants, and their constituencies to determine capacity and challenges for effective grassroots organizing and building powerful organizations and/or campaigns.
- 10(a)2.1 Explore specialized strategies and tactics that are useful in organizing people and consciously analyze their potential effectiveness and limitations.

10(b) Assessment

- 10(b)1.1 Assess the needs, appropriateness, and potential of applying intervention through a single model (Alinsky-style organizing) to local and regional challenges primarily but with an eye to broader contexts and social change initiatives
- 10(b)2.1 Understand the major social change strategies used in CO and be able to use the models in appropriate and effective ways

10 (c) Intervention

- 10 (c)1.1 Demonstrate skills in creating a social action campaign
- 10 (c)2.1 Incorporate knowledge essential in organizing oppressed population groups, and address coalition building with and for these groups.

10(d) Evaluation

- 10(d)1.1 Involve community participants and constituencies in evaluating the effectiveness of interventions in order to recommend future actions and strengthen collective capacity.
- 10(d)2.1 Process and analyze aspects of community organization.

Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 10

- Schedule one on one interviews with community activist to determine its capacity for effective grassroots organizing
- Survey constituents to determine significant issues and prioritization for organizing
- Identify and distinguish various roles of the community social worker using advanced knowledge
- Identify strategies and tactics useful in organizing and analyze for potential limitations and effectiveness

- Review standard intervention models addressed in classroom to assess organizing models in field placement
- Staff issue organizing committee: agenda building logistics etc.
- Reflect on power dynamics through meeting analysis or process recording
- Write a draft issue campaign using tools from community organization classes
- Attend coalition meetings related to agency priorities
- Organize debriefing session to assess issue organizing campaign i.e., strategies, tactics, etc.
- Staff a committee or meeting: analyze the process: Identify constituents, stakeholders, power dynamics and why

Planned Assignments/Activities: _____

_____ Student shared and discussed syllabi and course assignments related to their field placement with field instructor.

Please attach additional sheets as needed.

Signatures:	_____	_____
	Field instructor	Date
	_____	_____
	Student	Date
	_____	_____
	Faculty Advisor	Date