

## Groupwork Educational Contract 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
<b>(5)</b> <b>Outstanding</b> performs well above the standard	<b>(4)</b> <b>Good</b> meets performance standards	<b>(3)</b> <b>Needs Improvement</b> performs somewhat below the standard but shows potential for improvement	<b>(2)</b> <b>Unsatisfactory</b> performs far below the standard with minimal evidence of potential to improve	<b>(1)</b> <b>Failing</b> does not show potential for performing satisfactorily	

Please identify student assignments and activities that will help the student gain advanced Groupwork skills incorporating the ten competencies operationalized through the practice behaviors identified throughout this form. Advanced year groupwork students should be assigned at least two concurrent groupwork experiences throughout the field placement. These could be either long term groups or a series of short term groups. Students are to write at least one process recording of their groupwork practice each week. See the groupwork section of the field manual for suggested types of group assignments.

**Groupwork Assignments (number and types of groups):** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### 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 Develop awareness of how you use self differently in relationship to group work types

1.2 Take initiative for agenda setting for supervision in relationship to group work challenges

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

- Demonstrate awareness of use of self related to group types e.g., task oriented verses therapeutic group
- Brings written agenda into supervision focusing on group work challenges
- Identifies strengths and weaknesses in relation to differential use of self in group work practice

**Planned Assignments/Activities:** \_\_\_\_\_

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

**Practice Behaviors:**

- 2.1 Apply social work ethical principles in balancing needs of individual and group
- 2.2 Balance democratic principles of group work with context of agency practice

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

- Discuss the ethical principles that guided a discussion when there was a conflict between meeting the needs of an individual verses the needs of the group
- Resolve the issues of self determination as it applies to agency verses members in determining group membership
- Skillfully handle the conflict between the agency imposed curriculum verses member's choice of topics

**Planned Assignments/Activities:** \_\_\_\_\_

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

**Practice Behaviors:**

- 3.1 Identify and critique principles of group work practice as they relate to various types of groups within the agency context
- 3.2 Facilitate and enhance effective communication between and amongst group members

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

- Identify principals of group work practice that contradict or support agency expectations of group work practice
- Skillfully intervene when a member monopolizes the group discussion
- When appropriate, help other professionals understand group work principles that could improve the quality of the agency's group services

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 4: Engage diversity and difference in practice.**

**Practice Behaviors:**

- 4.1 Develop an understanding of how societal oppression/discrimination influences group composition and interaction

4.2 Develop ability to reflect on personal biases/values as they relate to diverse membership in a group

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

- Analyze how a member's community status e.g., being a member of an oppressed population, will affect their relationship patterns within the group
- Encourage group members to discuss their cultural differences.
- Identify cultural differences between self and group members.
- Recognize when culturally based behaviors are viewed judgmentally rather than objectively

**Planned Assignments/Activities:** \_\_\_\_\_

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

**Practice Behaviors:**

- 5.1 Address the human rights that may be violated when considering the needs for service to diverse oppressed populations. Design and conduct a needs assessment.
- 5.2 Understand how group members who have experienced violations of human rights (at home or abroad) can benefit from the mutual aid of a group.

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

- Form a task oriented group to help members with a particular concern about an aspect of the agency, take positive action to change it.
- Help members share their experiences of oppression and to find common denominators of their experiences

**Planned Assignments/Activities:** \_\_\_\_\_

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

**Practice Behaviors:**

- 6.1 Identify and be knowledgeable about research approaches that are relevant to group work
- 6.2 Develop research question related to group work issues informed by group work literature and current practice

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

- Apply EB approaches to group work practice as appropriate
- Identify assumptions that influence group work interventions and formulate research questions to test them
- Formulate a hypothesis related to a challenging aspect of a particular group's dynamics and design a research method that could test it.

**Planned Assignments/Activities:** \_\_\_\_\_

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

**Practice Behaviors:**

- 7.1 Recognize and develop group strategies for developmental tasks throughout the life span
- 7.2 Recognize the reciprocal impact of the individual within the group as a microcosm of the broader society

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

- Plan group work activities for members that promote mastery of age-related developmental tasks
- Identify topics and themes for group discussion that could help members cope with the challenges they face from environmental factors
- Help members recognize the relatedness between their relationship patterns within the group and their experiences in the broader social environment

**Planned Assignments/Activities:** \_\_\_\_\_

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

**Practice Behaviors:**

- 8.1 Develop skills for helping groups to advocate
- 8.2 Develop skills for advocating in agencies for policies that support development of groups that are relevant and responsive to client needs.

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

- Help members identify areas in which they feel underserved
- Educate members about their sources of power that be used to bring about the changes in their host agency that they believe need to be addressed
- Identify colleagues who have similar concerns about the ways to improve services and service delivery systems, and develop alliances with them to bring about change

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 9: Respond to contexts that shape practice.**

**Practice Behaviors:**

- 9.1 Develop knowledge of current practice trends including technological development
- 9.2 Expand evidence based curricular group models to include attention to group processes and encouragement of mutual aid

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

- Keep field instructor informed about new trends in group work practice that are reviewed in classes
- Research the use of chat room groups and evaluate their applicability to agency practices
- When presenting an EB curriculum to group members, assess the impact of its content on personal feelings and interactional behaviors
- Identify opportunities to draw members' attention to the impact of their group processes related to their ability to use the information you are presenting

**Planned Assignments/Activities:** \_\_\_\_\_

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

**Practice Behaviors:**

**10(a) Engagement**

10(a)1.1 Develop skills in planning and preparing for group within organizational context (need, purpose, type of group, structure, content, composition, agency context, social context)

10(a)2.1 Develop clear purpose of group related to member needs and help individuals to integrate individual goals with purpose of group

**10(b) Assessment**

10(b)1.1 Identify individual member patterns of behavior in group and implications for worker intervention

10(b)2.1 Identify member and group needs related to stage of group development, i.e., applying stages of group development theory

**10(c) Intervention**

10(c)1.1 Intervene and promote mutual aid and cohesion throughout life of group.

10(c)2.1 Help group members resolve conflict

**10(d) Evaluation**

10(d)1.1 Assess member satisfaction and goal attainment in the group

10(d)2.1 Recognize effectiveness of intervention in meeting group's purpose

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

- Identify a type of group that would meet currently unmet client needs
- Provide the rationale for the group you are planning
- Help members identify their personal goals within the framework of the overarching group purposes
- Describe selected behaviors of a challenging member and the impact on the group of any intervention that might be used to meet the challenge
- Observe and describe the impact of the group's developmental phases on the behavior of individual group members
- Identify and help members recognize their commonalities as a means of strengthening mutual aid
- Help group conflicts to be openly addressed rather than remaining beneath the surface and unreachable for resolution
- Intersperse throughout the life of the group, opportunities for members to convey reactions to the group experience
- After each meeting, identify the most and least effective interventions that were used

**Planned Assignments/Activities:** \_\_\_\_\_

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

**Please attach additional sheets as needed.**

**Signatures:**

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**Field instructor**

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**Date**

\_\_\_\_\_

**Student**

\_\_\_\_\_

**Date**

\_\_\_\_\_

**Faculty Advisor**

\_\_\_\_\_

**Date**