

Policy Practice 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
(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 policy practice skills incorporating the ten competencies operationalized through the practice behaviors identified throughout this form. See the Policy Practice section of the field manual for suggested community organization assignments.

Policy Practice 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 Demonstrate knowledge and understanding of the root of a problem, need or condition affecting access

- to services for populations in vulnerable situations
- 1.2 Demonstrate the ability to be self-reflective and understand how personal characteristics and values influence work as a policy practitioner
 - 1.3 Establish and advance the use of a professional network

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

- Elaborate on the history, data and prevalence of the problem and the different approaches used in communities and agency settings to alleviate the problem.
- Effectively use supervision and consultation to enhance professional practice.
- In supervision attend to professional roles and responsibilities with a commitment to career-long learning and planning.

Planned Assignments/Activities: _____

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

Practice Behaviors:

- 2.1 To identify and discuss value choices, ethical issues, and political realities in communities, organizations and institutional structures
- 2.2 Understand the common ethical dilemmas associated with policy practice and use systematic ethical decision making process
- 2.3 Apply NASW code of ethics to systematically clarify values and uncertainty in ethical decision making

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

- Develop self-awareness through the use of process recording and supervision.
- Recognize and manage personal values in a way that allows professional values to guide practice.
- Discuss ethical reasoning to arrive at principled decisions.
- Tolerate ambiguity in resolving ethical conflicts in all phases of policy practice.

Planned Assignments/Activities: _____

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

Practice Behaviors:

- 3.1 Distinguish, appraise, and integrate multiple sources of knowledge including research-based knowledge, and practice wisdom to develop a policy or services that meets the needs of the client system
- 3.2 Integrate multiple sources of knowledge, including major social, economic and political factors that guide policy practice work
- 3.3 Demonstrate effective oral and written communication in working with client systems to meet program goals and objectives resulting in a change

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

- Synthesize multiple frameworks and sources of information using analytical, political interactional and value clarification skills to make professional judgments.
- Engage, interact and inform stakeholders in regarding different policy options.
- Ability to write and speak clearly, concisely and persuasively to promote effective social welfare policies.

Planned Assignments/Activities: _____

Competency 4: Engage diversity and difference in practice.

Practice Behaviors:

- 4.1 Engage in policy practice activities that reduce oppression and discrimination in policies and programs
- 4.2 Recognize the extent to which institutional structures may oppress, marginalize, alienate, client systems

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

- Engage in the legislative process as a policy making mechanism to reduce oppression/discrimination and advocating social justice for vulnerable groups.
- Engage in strategies that insure participation of diverse and marginalized populations in assessing, planning and implementing interventions.

Planned Assignments/Activities: _____

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

Practice Behaviors:

- 5.1 Participate in professional networks and coalitions dedicated to human rights, and social and economic justice in at least one major social service field of practice such as health, education, substance abuse, child welfare, corrections, and international social work
- 5.2 Be knowledgeable about policy positions of the National Association of Social Workers
- 5.3 Advocate social welfare programs and policies that promote human rights, social and economic justice

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

- Understand mechanisms of oppression and discrimination that promote inequalities in client systems.
- Strategically plan and work with others in power to influence social change.
- Present a policy proposal and/or submit a grant to a decision making body.

Planned Assignments/Activities: _____

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

Practice Behaviors:

- 6.1 Identify and critically evaluate sources of data that can be used to develop and evaluate social programs
- 6.2 Use research evidence to inform practice

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

- Understand the importance of applying objective, rational and scientific methods in defining problems, assessing needs, and determining appropriate policy or program decisions.
- Analyze multidimensional and complex macro issues by applying quantitative and qualitative research methods in all phases of policy practice work.

Planned Assignments/Activities:

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

Practice Behaviors:

- 7.1 Utilize different theoretical frameworks (logic model, power theory, and political advocacy theory, force field analysis) to analyze social, environmental and political resources in the development of program proposals and interventions
- 7.2 Critique and apply knowledge to understand person, environment, contextual and political factors that influence behaviors

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

- Use process recordings as a learning and assessment tool to guide the process of understanding the person in the environment in relationship to political advocacy.
- Provide facilitation and negotiations within a task group to create win/win situations to present or defend a policy proposal.

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 Assess the impact of new and future shifts in the policy planning arenas
- 8.2 Demonstrate the ability to read, understand and lobby for specific pieces of legislation

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

- To access information on future trends affecting policies and programs.
- Analyze, formulate, advocate for policies that advance social wellbeing for communities.

Planned Assignments/Activities: _____

Competency 9: Respond to contexts that shape practice.

Practice Behaviors:

9.1 Continuously discover, appraise and attend to changing locales, populations, scientific, demographic and technological changes

9.2 Forecast policy and programmatic trends to position the organization to respond to immediate and future needs of diverse populations

- Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 9**
- Research and gain knowledge about best practice demonstration programs that are responsive to emerging trends.
 - Knowledge of emerging societal trends that influence relevant services.

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 Use a systematic planning approach to work with client systems that demonstrate observation skills, data gathering, and respect for cultural and class diversity

10(a)2.1 View themselves as learners and engage those within the client systems as informants and experts

10(b) Assessment

10(b)1.1 Identify client system, relevant stakeholders, target of change efforts and establish appropriate relationship and boundaries with each group

10(b)2.1 Effectively engage with key informants and agency executives in a systematic analysis to understand the finance process as an agency resource that influences all phases of policy planning and program development

10 (c) Intervention

10 (c)1.1 Synthesize multiple frameworks and sources of information using analytical, political interactional and value clarification skills to make professional policy and program recommendations

10 (c)2.1 Involve organizational constituencies in measuring the effectiveness of policies and program interventions through strategic planning objectives

10(d) Evaluation

10(d)1.1 Define success and establish measurable outcomes including the use of a logic model

10(d)2.1 Promote technological advances and methodology for data collection, analyzing data and disseminate findings through reports, policy briefs, and publications

- Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 10**
- Develop a realistic plan of action with client systems that is mutually agreed upon.
 - Involve client systems and consumers in policy processes.

- Develop a mutually agreed upon focus of work and desired outcomes with interest group/s.
- Assess client system's strengths, resources and constraints.
- Work with strategic stakeholders to implement a change.
- Implement prevention interventions that enhance agency's capacity to meet organizational objectives.
- Critically analyze, monitor and evaluate interventions through developing measurable outcomes.

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