

Module 4: Handout 4G: Sample Competencies and Activities Foundation UW SSW Field Instructor Training Program

Foundation Competency	Fundamental Questions for Student Development	Sample Activities to Build Foundation Competencies
1. Identity as a Social Worker	What roles do social workers play in the agency?	Read and discuss social work job description
	What are the challenges and tensions of practice?	Interview agency colleagues about social work role
	What distinguishes SW from other disciplines?	Develop, practice introduction of self as a SWer & role
	How are SW values implemented in practice?	Discuss social work perspectives on cases or projects
	What are my strengths and challenges in SW?	Active engagement in supervision re SW development
2. Apply SW Ethics in Practice	How do ethics underpin SW decision-making?	Read NASW Code of Ethics and discuss agency examples
	How does agency practice reflect SW ethics?	Identify agency processes for ethics deliberations
	How do my personal values relate to SW ethics?	Discuss personal beliefs, conflicts in relation to SW ethics
	How do I communicate concerns about ethics?	Present a case or situation illustrating ethical tensions
3. Apply Critical Thinking	How do I react to multiple opinions and conflicts?	Discuss with PI your style of decision-making and coping
	What methods help me to step back and reflect?	Identify advantages, disadvantages of response options
	What history, evidence, models can inform practice	Compare agency models to literature; contrast outcomes
	How do I integrate SW principles into thinking?	Journal and submit process recordings of feelings and thoughts contributing to professional judgments, actions
4. Engage Diversity in Practice	How do my culture, values inform work with others	Share cultural identities and impact with supervisor
	How can I learn about practice with other cultures?	Identify agency populations, cultural resources, articles
	How do I understand privilege and oppression?	Discuss SW 504 content; identify agency challenges
	How can I improve cultural responsiveness?	Focused practice with diverse populations; evaluate
5. Advance Human Rights and Social Justice	How can I support human rights at this agency?	Discuss agency initiatives and literature regarding gaps in access or services for underserved populations
	What are areas of need for agency populations?	Ask clients/constituents, agency personnel about issues
	What resources are available for advocacy?	Research avenues of support for people in need
	What barriers exist for agency populations?	Identify, analyze system gaps, policy changes needed
	What are effective advocacy methods?	Develop fact sheets and policy recommendations
	How can I improve advocacy skills?	Organize client/community participation for a Lobby Day

Foundation Competency	Fundamental Questions for Student Development	Potential Activities to Build Foundation Competencies
6. Research-Informed Practice	What literature or models inform agency practice?	Research reports, articles pertaining to agency practice
	What opportunities for research/eval exist here?	Participate in Quality Improvement Team
	What practice questions could be researched?	Discuss Research Class and identify potential projects
	How are clients/constituents involved in evaluation	Conduct focus groups on areas of need
7. Human Behavior in Social Environment Re micro, mezzo, macro:	How does the agency interact with other agencies and systems for the benefit of clients/constituents?	Identify and visit partner agencies to learn about referral criteria, eligibility, services, conditions, interchange
	What models of practice are used at each level?	Discuss and apply agency practice models and tools
	What models are most effective with various groups and cultures?	Evaluate agency practices; develop evaluation tools; conduct client/constituent surveys or focus groups
	What SW models, principles am I using in practice?	Discuss integration of theory in practice at supervision
8. Engage in Policy Practice	What policies affect service delivery in this agency?	Investigate laws, standards regulating agency practice
	How do funding, budget affect agency operations?	Meet with CEO to learn about revenue streams, budget
	What avenues exist for client input into policies?	Participate in a Board or consumer advisory meeting
	What change initiatives are needed or in process?	Identify policy advocacy efforts or needs; contribute
9. Respond to Contexts	What political, social, or economic issues affect the agency and clients/constituents	Interview agency personnel regarding shifting trends and agency response to those trends
	How does the agency address disparities in service?	Research agency, city, state, and national initiatives to reduce disparities and inequalities in services; report
	How does the agency communicate change efforts?	Review and analyze annual reports, newsletters, letters
	What priorities are set? What else could be done?	Discuss agency capacity and resources for change efforts
10. Engage, Assess, Intervene, Evaluate Practice	How can I effectively engage with clients, constituents, colleagues, and other professionals?	Solicit feedback from supervisor, colleagues, clients and/or constituents on effectiveness of relationships
	What are my communication strengths, needs?	Assign clients or project work, monitor progress
	How do I formulate natural vs. rigid interviews?	Shadow and observe effective colleagues and peers
	What agency tools are used to approach clients/constituents about their goals and needs?	Assist, conduct, debrief client/constituent interviews using agency formats; compare to classroom tools
	What interventions are used and effective?	Plan interventions with supervisor, discuss goals
	How do I know if I've made a difference?	Solicit feedback re outcomes, analyze data

