

Spring

2010

University of Southern Indiana

*Master of Social Work II (Advanced) Field Instruction*

## Individual Learning Plan (ILP)

*Bower-Suhrhienrich College  
of  
Education and Human Services*

*Department of Social Work - Field Education  
8600 University Boulevard  
Evansville, Indiana 47712*

## Individualized Learning Plan MSW II (Advanced Clinical\_

<b>Student Intern:</b>	<b>Field Instructor:</b>
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The Individual Learning Plan is the responsibility of the student with guidance from the agency field/task instructor as to what activities will be available. Working from the ten (10) Core Competencies designated for basic entry-level social work skills by the Council on Social Work Education (CSWE), students are to develop an individual learning plan in the format provided below. Ten (10) Core Competencies are listed in the SOCW 611/612 Syllabus. You may also refer to the section on competencies in the MSW II Field Manual. This learning plan is due by the end of the fourth week of the spring semester.

Please note the individual learning plan becomes a part of the syllabus for SOCW 611, as it completes the assignments for MSW II (advanced) practicum. The individual learning plan contains the planned activities that upon completion of the semester will reflect the level of the interns specific achievements that reflect competency. Completion of the individual learning plan should afford the student intern the opportunity to obtain clarification from the field instructor as to how he/she will evaluate the intern's ability to accomplish planned activities. All learning plans must be approved/signed by the agency field instructor, the student intern and the university seminar instructor/field liaison.

The student performance evaluation instrument measures ten (10) competencies including additional related practice behaviors/skills. Each competency **will not** be included in the intern's learning plan. ALL STUDENTS ARE REQUIRED to select competency Ten (10), Evaluation. Additionally, the student selects three (3) competencies that are most related to the specific field agency and these become a part of the individualized learning plan. A total of four (4) competencies, including all of the subsections of the selected competencies, become the student intern's individualized learning plan and assignments for SOCW611, Unforeseen changes, including new opportunities, may occur in field placements requiring flexibility of the learning plan. The individual learning plan is viewed as a "living document" in the sense that changes can be made with the approval/signatures of the agency field instructor, the student and the university seminar instructor/field liaison.

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

Related Practice Behaviors/Skills	Planned Activity/Activities	Method of Evaluation
a. advocate for client access to the services of social work	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
b. practices personal reflection and self-correction to assure continual professional development	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
c. attend to professional roles and boundaries	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
d. demonstrate professional demeanor in behavior, appearance, and communication	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
e. use supervision and consultation	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
f. evidences professional discipline and maturity	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

g. develops, manages, and maintains therapeutic relationships within the person-in-environment perspective.		
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**Competency: 2. Applies social work ethical principles to guide professional practice**

<b>Related Practice Behaviors/Skills</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
a. Recognizes and manages personal values in a way that allows professional values to guide practice.	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
b. Makes ethical decisions by applying standards of the NASW Code of Ethics.	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
c. Tolerates ambiguity in resolving ethical conflicts.	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
d. Applies strategies of ethical reasoning to arrive at principled decisions on issues specific to clinical social work.	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

e. Is knowledgeable and abides by laws relevant to clinical social work.		

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

Related Practice Behaviors/Skills	Planned Activity/Activities	Method of Evaluation
a. Distinguishes, appraises, and integrates multiple sources of knowledge, including research-based knowledge and practice wisdom.		
b. Analyzes models of assessment, prevention, intervention and evaluation.		
c. Demonstrates effective oral and written communication in working		

<p><b>with individuals, families, groups, organizations, communities and colleagues.</b></p>		
<p><b>d. Demonstrates the selection and use of clinical application of academic theoretical material in work with clients congruent with their needs.</b></p>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<p><b>e. Demonstrates ability to creatively problem solve.</b></p>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<p><b>f. Demonstrates ability to formulate alternative treatment options.</b></p> <p><b>g. Completes written reports that are well organized, clear, and comprehensive, yet concise.</b></p>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

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

<b>Related Practice Behaviors/Skills</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
<b>a. Recognizes the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>b. Has sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>c. Recognizes and communicates understanding of the importance of difference in shaping life experiences.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>d. Views self as a learner and engages those with whom they work as informants.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

<b>e. Evidences an educated understanding of human behavior, and has specialized knowledge of populations and issues served by the field agency.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>f. Treats diverse clients with dignity and respect</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

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

<b>Related Practice Behaviors/Skills</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
<b>a. Understands the forms and mechanisms of oppression and discrimination.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>b. Advocates for human rights and social and economic justice through involvement in political, legislative and community advocacy efforts.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>



<b>c. Engages in practices that advance social and economic justice.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>d. Recognizes that each client has basic human rights, such as self-determination, safety, privacy, adequate standard of living, health care and education.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>e. Advocates for universal access to health and mental health care.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
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**Competency: 6. Engages in research-informed practice and practice-informed research**

<b>Related Practice Behaviors/Skills</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
<b>a. Uses practice experience to inform scientific inquiry.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>b. Uses research evidence to inform practice.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>c. Uses research methodology to evaluate clinical practice effectiveness and outcomes.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>d. Uses research findings to improve practice, policy, and social service delivery</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
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**Competency: 7. Applies knowledge of human behavior and the social environment**

<p><b>a. Utilizes conceptual frameworks to guide the process of assessment.</b></p>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<p><b>b. Utilizes conceptual frameworks to guide the process of intervention.</b></p> <p><b>c. Utilizes conceptual frameworks to guide the process of evaluation.</b></p> <p><b>d. Critiques and applies knowledge to understand person in environment.</b></p> <p><b>e. Utilizes knowledge of social systems, community, and institutions when working with individuals, families and groups.</b></p> <p><b>f. Formulates comprehensive bio-psycho-social-spiritual assessments.</b></p>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

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

Related Practice Behaviors/Skills	Planned Activity/Activities	Method of Evaluation
a. Analyzes, formulates, and advocates for policies that advance social well-being.	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
b. Collaborates with colleagues and clients for effective policy action.	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
c. Is knowledgeable about current laws and policies that impact their clients.	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
d. Applies practice-based evidence in advocacy for policies that advance social and economic well-being.	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

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

<b>Related Practice Behaviors/Skills</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
<b>a. Discovers, appraises, and attends to changing locales, populations, scientific and technological development, and emerging societal trends to provide relevant services</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>b. Provides leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>c. Understands clinical social work practice within the contexts of the agency, community, public policy and social responsibility.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

<b>d. Perceives the impact of the contexts of agency, community, and policy on the clients and workers.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>e. Develops intervention plans to accomplish systemic change</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
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**Competency: 10. Engagement**

<b>Related Practice Behaviors/Skills:</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
<b>a. Substantively and effectively prepares for actions with individuals.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>b. Substantively and effectively prepares for actions with families.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>c. Substantively and effectively prepares for actions with groups.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>d. Substantively and effectively prepares for actions with organizations.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>e. Substantively and effectively prepares for actions with communities.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

<b>f. Uses empathy and other interpersonal skill such as genuineness, respect and positive regard in communications with clients.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
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<b>g. Develops a mutually agreed-on focus of work and desired outcomes.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>h. Relates to clients on both an intellectual and affective level.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>



**Competency 10 : Assessment**

<b>Related Practice Behaviors/Skills</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
<b>a. Collects, organizes and interprets client data.</b>		
<b>b. Assesses client strengths and limitations.</b>		
<b>c. Develops mutually agreed-on intervention goals and objectives.</b>		
<b>d. Selects appropriate clinical intervention strategies.</b>		
<b>e. Utilizes understandings gained in client assessment to develop the clinical intervention plan.</b>		

**Competency: 10. Intervention**

<b>Related Practice Behaviors/Skills</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
<b>a. Initiates actions to achieve organizational goals.</b>		
<b>b. Implements prevention interventions that enhance client capacities.</b>		
<b>c. Helps clients resolve problems.</b>		
<b>d. Negotiates, mediates, and advocates for clients.</b>		
<b>e. Facilitates transitions and endings.</b>		
<b>f. Demonstrates the use of appropriate clinical techniques for a range of</b>		

presenting concerns.		
<b>g. Collaborates with other professionals to coordinate treatment interventions on behalf of the client.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

**Competency: 10. Evaluation**

<b>Related Practice Behaviors/Skills</b>	<b>Planned Activity/Activities</b>	<b>Method of Evaluation</b>
<b>a. Critically analyzes clinical interventions.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>b. Critically monitors clinical interventions.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>
<b>c. Critically evaluates clinical interventions.</b>	<hr/> <hr/> <hr/>	<hr/> <hr/> <hr/>

**Individual Learning Plan Approved by:**

\_\_\_\_\_ **Field Instructor**      **Date:** \_\_\_\_\_

\_\_\_\_\_ **Faculty Liaison**      **Date:** \_\_\_\_\_

**Individual Learning Plan agreed to by:**

\_\_\_\_\_ **Student**      **Date:** \_\_\_\_\_