

## Advanced Practice Field Learning Activities Associated with Competencies

Advanced Generalist Competency & Associated Observable Behaviors	Advanced Practice Field Learning Activity Examples by Competency
<p><b>Competency 1: Demonstrate Ethical and Professional Behavior</b></p> <p><b>Observable Behaviors:</b></p> <p><u><b>Advanced Generalist social workers:</b></u></p> <ul style="list-style-type: none"> <li>critically evaluate professional supervision from colleagues regarding practice effectiveness to develop a professional identity and optimize professional use of self;</li> <li>engage in self-reflection that deepens their understanding and implementation of professional values, ethics and boundaries;</li> <li>resolve ethical dilemmas encountered in practice situations by applying a multi-systemic understanding of social work values; and</li> <li>critically evaluate the use of technology to engage with others and make their practice more efficient and effective.</li> </ul>	<ul style="list-style-type: none"> <li>Critically <b>evaluate</b> feedback provided by supervisor and colleagues to promote and enhance student's practice effectiveness and document changes made based upon feedback.</li> <li>Utilize models of ethical decision making, to <b>resolve</b> ethical dilemmas and discuss the resolution in supervision to evaluate the effectiveness of decisions.</li> <li>Critically examine how to best incorporate technology into service delivery to <b>support</b> individual effectiveness.</li> <li><b>Evaluate</b> and report on organizational uses of technology and discuss with the team organization process that could be improved to promote efficiency.</li> <li><b>Appraise</b> how student's role relates to the other professions within the inter-professional team and how student functions within the team to effectively deliver services.</li> <li>Critically <b>evaluate</b> student's own ethical boundaries and how they maintain these boundaries with client/client system, self-correcting when necessary.</li> <li>Attend and contribute to team and/or inter-professional meetings/conferences, remaining mindful to represent social work values/ethics and <b>develop</b> relevant discussion points.</li> </ul>
<p><b>Competency 2: Engage Diversity and Difference in Practice</b></p> <p><b>Observable Behaviors:</b></p> <p><u><b>Advanced Generalist social workers:</b></u></p> <ul style="list-style-type: none"> <li>develop and implement interventions that incorporate different perceptions of social problems and issues across diverse cultures and initiate proactive strategies to address discrimination;</li> <li>recognize the roles of language and communication style in promoting and sustaining oppression at all levels; consistently use non-oppressive, empowering language;</li> <li>identify and challenge systemic forms and mechanisms of oppression and discrimination. Provide leadership that affirmatively contributes to the development and growth of culturally</li> </ul>	<ul style="list-style-type: none"> <li>Research the geography, diversity, politics, as well as social and cultural groupings in the local area, exploring how the community context influences the populations served and <b>generate</b> discussion topics for supervision</li> <li><b>Develop</b> in collaboration with clients and constituents a diversity awareness training and deliver the training for program/agency staff.</li> <li>Assess, document, and build upon clients' cultural and spiritual orientation in initial and ongoing assessment, utilizing the information to <b>formulate</b> ideas for culturally responsive service delivery.</li> <li><b>Develop</b> strategies for implementing practices learned from review of scholarly literature on cultural awareness and effective approaches</li> <li><b>Respect</b> client/constituent differences by using a strengths perspective to identify values and honor client choices</li> <li>Conduct a "walk through" and <b>evaluate</b> the experience of a client receiving services at placement organization and make recommendations for improvements in an areas which do not reflect cultural sensitivity/responsiveness.</li> <li>Engage and provide leadership in the agency's diversity and</li> </ul>



<p>responsive practices; and</p> <ul style="list-style-type: none"> <li>• recognize and effectively manage or eliminate personal biases and oppressive behavior in personal practices and spheres of influence.</li> </ul>	<p>inclusion committee; identify organizational strategies used within the agency to <b>devise</b> a more inclusive environment.</p>
<p><b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b></p> <p><b>Observable Behaviors:</b></p> <p><b><u>Advanced Generalist social workers:</u></b></p> <ul style="list-style-type: none"> <li>• critically evaluate historical contexts, global interconnections, economic systems and political contexts that impact the human rights of all;</li> <li>• engage with constituents to jointly analyze create and advocate for practices that advance social, economic, and environmental justice; and</li> <li>• provide leadership in advocating for human rights and social, economic and environmental justice.</li> </ul>	<ul style="list-style-type: none"> <li>• Critically examine examples of social, economic, or environmental injustice and ways they are addressed by the placement site during the semester. <b>Compose</b> areas for improvement.</li> <li>• <b>Evaluate</b> an agency program and identify areas for performance improvement, and make recommendations to supervisor for how the program can be enhanced to better promote human rights and social justice.</li> <li>• Engage with professional contacts outside of student's placement organization who are members of advocacy organizations that serve my client population and <b>evaluate</b> how we can effectively collaborate to meet the needs of clients/constituents.</li> <li>• Contribute to a community event, task force, community initiative and <b>advocate</b> for practices that meet the needs of an underserved population.</li> <li>• Jointly identify the institutionally embedded barriers to an individual client/constituent's progress and <b>create</b> recommendations</li> <li>• Identify legislation impacting the population served and <b>advocate</b> for further legislative action to promote client/constituent rights.</li> <li>• <b>Educate</b> agency staff on a current human rights and social, economic, and environmental issues</li> </ul>
<p><b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b></p> <p><b>Observable Behaviors:</b></p>	<ul style="list-style-type: none"> <li>• Critically <b>select</b> research articles related to advanced practice and utilize practice informed methodologies in assigned cases or projects as evidenced through documentation in case notes.</li> <li>• <b>Synthesize</b> research documents into a one page bullet point summary to inform the agency about a relevant information for the population served</li> </ul>



<p><b><u>Advanced Generalist social workers:</u></b></p> <ul style="list-style-type: none"> <li>• generate conclusions based on research that promote linkages between research and theory, practice, and policy;</li> <li>• formulate and articulate implications for research, practice and policy to advocate for constituents based upon the synthesis of research; and</li> <li>• produce professional reports demonstrating intellect, integrity, honesty and justification for conclusions and contribute to the knowledge base of social work practice.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Generate</b> findings for a curriculum from model programs and share findings with the team.</li> <li>• <b>Analyze</b> the evidenced based methods being utilized within the agency (discuss in supervision, journal, etc.) and determine the effectiveness with the population served</li> <li>• Conduct a literature review to identify evidence based models relevant to the field agency and <b>compose</b> recommendations</li> <li>• Review survey responses and <b>develop</b> an agency evaluation form that reflects client concerns and growth</li> <li>• Independently <b>evaluate</b> the program effectiveness, by getting input from clients and staff, and present findings in the staff meeting</li> </ul>
<p><b>Competency 5: Engage in Policy Practice</b></p> <p><b>Observable Behaviors:</b></p> <p><b><u>Advanced Generalist social workers:</u></b></p> <ul style="list-style-type: none"> <li>• develop, implement and evaluate policies at the organizational level;</li> <li>• provide leadership in shaping emerging organizational policies that impact systems and constituents;</li> <li>• integrate into practice the connection between social welfare policies, human rights, and social and economic justice.</li> </ul>	<ul style="list-style-type: none"> <li>• Research a piece of current legislation that will impact agency and <b>derive</b> a fact sheet regarding the potential impact of the legislation, provide an overview to agency staff.</li> <li>• <b>Develop</b> the language and organize a letter writing campaign for a federal, state, or local issue that impacts clients service.</li> <li>• Review state or federal policies (as example, the Medicaid manual, Michigan mental health code, federal regulations, child protection law, IDEA, etc.) and <b>compare</b> to agency policies, recommend changes where discrepancies are identified.</li> <li>• Participate in the agency's continuous quality improvement/performance improvement process and independently <b>assess</b> how the agency is meeting a standard that impacts equitable client delivery of services</li> <li>• Critically <b>examine</b> the way a new agency policy is affecting clients by interviewing the clients and propose ideas for change that honor human rights, and social and economic justice</li> <li>• Review client grievances and incident reports and <b>evaluate</b> for policy compliance and effectiveness of responses.</li> <li>• Serve on internal an agency committee and <b>modify</b> existing rules or policies to better serve clients, provide reasoning for proposed changes</li> </ul>
<p><b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b></p> <p><b>Observable Behaviors:</b></p> <p><b><u>Advanced Generalist social workers:</u></b></p> <ul style="list-style-type: none"> <li>• develop professional relationships to</li> </ul>	<ul style="list-style-type: none"> <li>• Demonstrate the desire to establish rapport with clients, by showing interest and empathy, while being observed and <b>support</b> choices made with the supervisor in reflection</li> <li>• Learn about all staff and work to <b>create</b> effective teams, communication, collaboration, and a respectful work environment</li> <li>• <b>Value</b> relationships by listening and attending; reflection and acceptance of feelings; paraphrasing and summarizing</li> </ul>



<p>engage with constituents in a collaborative, strengths-based approach; and</p> <ul style="list-style-type: none"> <li>• adapt best practices to engage key stakeholders across all systems.</li> </ul>	<p>content; recognition of client strengths; and incorporating cultural and/or ideological perspectives of clients.</p> <ul style="list-style-type: none"> <li>• Interview staff from other community agencies to learn about services and <b>devise</b> ideas on how our organizations can collaborate together on behalf of clients.</li> <li>• Attend interagency/coalition/task force meetings to build organizational rapport and critically <b>decipher</b> important information to report back at the team meeting.</li> <li>• Utilize tools during assessment and treatment such as genograms, Eco maps, etc. to <b>empower</b> the client to fully participate in explaining the problems and identifying a solution that helps him/her be successful in managing daily challenges.</li> <li>• Engage with client/families to determine strengths and challenges to develop rapport and <b>generate</b> approaches to improve engagement</li> </ul>
<p><b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b></p> <p><b>Observable Behaviors:</b></p> <p><b><u>Advanced Generalist social workers:</u></b></p> <ul style="list-style-type: none"> <li>• analyze constituent issues from a multi-systemic framework and mutually identified goal areas and best practice intervention strategies; and</li> <li>• design and implement evidence-based assessments that embody holistic and culturally- grounded approaches.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct three assessments, observed by the supervisor and receive feedback on the ability to appropriately <b>modify</b> techniques to build rapport and identify goals that are culturally appropriate</li> <li>• Mutually <b>develop</b> client/constituent goals and priority of goals to inform possible interventions.</li> <li>• Assess the needs of clients in group and demonstrate the ability to <b>adapt</b> the curriculum to meet those assessed needs.</li> <li>• Assess client needs <b>selecting</b> the appropriate tool (eco-maps, genograms, DSM-5, ASAM criteria, stage of change, etc.) for the situation</li> <li>• Assess the needs of the community/social groups taking into account minority voices the organization serves and <b>compose</b> both strengths and gaps in services.</li> <li>• Work with a committee to plan and <b>create</b> a needs assessment survey.</li> <li>• <b>Assess</b> the potential consequences of changes to services based upon funding cuts/policy changes and report finding to the team.</li> </ul>
<p><b>Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities</b></p> <p><b>Observable Behaviors:</b></p> <p><b><u>Advanced Generalist social workers:</u></b></p> <ul style="list-style-type: none"> <li>• autonomously plan and intervene with constituents in practice settings, utilizing inter-professional</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Develop</b> an intervention plan that reflects a differential assessment of the client/target system's presenting problem.</li> <li>• <b>Devise</b> evidence-based intervention strategies to assist clients/constituents in addressing their presenting problem.</li> <li>• Critically <b>compare</b> program specific treatment models and determine the ideal application of each model</li> <li>• <b>Justify</b> the rational and theoretical framework behind choice of intervention strategies, techniques, and case plan implementation in supervision/case presentation.</li> <li>• <b>Design</b> a resource guide to support intervention resources</li> </ul>



<p>approaches; and</p> <ul style="list-style-type: none"> <li>• utilize advanced practice roles implement evidence-based practice approaches to intervene with constituencies.</li> </ul>	<p>which assist the target population.</p> <ul style="list-style-type: none"> <li>• <b>Compose</b> a grant proposal as an organizational intervention to meet client needs</li> <li>• Lead activities to <b>modify</b> interventions in the organization's performance/quality improvement plan.</li> <li>• Participate in inter-professional team conference to discuss treatment plans for client.</li> </ul>
<p><b>Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities</b></p> <p><b>Observable Behaviors:</b></p> <p><b><u>Advanced Generalist social workers:</u></b></p> <ul style="list-style-type: none"> <li>• analyze and implement evaluation instruments;</li> <li>• apply evidence-based methodologies to evaluate efficacy and efficiency of practice outcomes; and</li> <li>• integrate evaluation outcomes into practice to continuously improve effective approaches with constituents.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Choose</b> appropriate evaluation tools to collect data on the effectiveness of intervention strategies.</li> <li>• Apply ethics to critically <b>assess</b> what outcomes are collected, for whom, and for what purpose; provide recommendations</li> <li>• <b>Evaluate</b> the interventions, successes, and challenges regarding client/constituent progress in weekly supervision</li> <li>• Document client progress, or lack of progress in chart, <b>adapt</b> service plan/interventions accordingly.</li> <li>• <b>Appraise</b> and critique agency/funder evaluation tools/methods for individuals or programs and discuss in supervision the pros and cons of the tool.</li> <li>• <b>Evaluate</b> the outcomes of an agency program and make recommendations for improvement.</li> <li>• <b>Develop</b> easily accessible graphs depicting outcomes for constituents and program administrators to inform decision making</li> <li>• <b>Create</b> and collect supporting documents and data for the grant outcome report.</li> </ul>