**Advanced Practice Field Learning Activities Associated with Competencies**

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| Advanced Generalist Competency & Associated Observable Behaviors: | Advanced Practice Field Learning Activity Examples by Competency: |
| **Competency 1: Demonstrate Ethical and Professional Behavior****Observable Behaviors:****Advanced Generalist Social Workers:**a) develop a professional identity through the utilization of regularly scheduled professional supervision and by contributing content that reflects upon personal values, the National Association of Social Workers Code of Ethics, human rights, workplace performance, and ethical dilemmas while being receptive and integrating guidance offered;b) intentionally develop self-awareness, advocate for, and implement a personal self-care practice based on holistic principles of wellness;c) identify and resolve ethical dilemmas encountered in practice situations by applying an interprofessional understanding of social work values; andd) critically evaluate the use of technology at the workplace, including remote work arrangements and digital presence, and the implications for the ethical delivery of services with special attention to equity and accessibility. | * Critically evaluate feedback provided by supervisor(s) to promote and enhance student’s practice effectiveness and document changes made based upon this feedback
* Evaluate and assess organizational uses of technology into service delivery to support individual effectiveness, equity, and accessibility
* Utilize and incorporate models of ethical decision making to identify and resolve ethical dilemmas that occur in a practice situation
* Attend and contribute to team and/or interprofessional meetings/conferences, remaining mindful to represent social work values/ethics and develop relevant discussion points
* Regularly reflect and explore approaches to self-care that aid in creating a sustainable practice
* Critically evaluate how student's role relates to other professions within the interprofessional team and assess/identify how student operates within the team to effectively deliver services
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| **Competency 2:** **Advance Human Rights and Social, Racial, Economic, and Environmental Justice****Observable Behaviors:****Advanced Generalist Social Workers:** 1. a) identify and contextualize historical injustices, global interconnections, economic systems, and political contexts and provide leadership in advocating for the equitable distribution of resources and services, and recognition of human rights; and
2. b) engage in solidarity with groups, organizations, and communities to jointly develop strategies that advance human rights and social, racial, economic, and environmental justice consistent with the National Association of Social Workers Code of Ethics.
 | * Contribute to a community event, task force, community initiative and advocate for practices that meet the needs of an underserved population
* Critically examine and evaluate examples of social, economic, or environmental injustice and ways they are addressed by the placement site; compose areas for improvement
* Identify legislation impacting the population served and advocate for further legislative action to promote client/constitution rights
* Effectively lead the organization in identifying institutionally embedded barriers to an individual client/constituent’s progress and create sustainable recommendations
* Research and further educate agency staff on current human rights and social, economic, and environmental issues through presentations and/or workshops/trainings
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| **Competency 3**: **Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice****Observable Behaviors:****Advanced Generalist Social Workers:** 1. a) identify inequities and initiate proactive interventions with individuals, families, groups, organizations, and communities using rights-based, anti-racist, and anti-oppressive lenses;
2. b) recognize and challenge systemic forms and mechanisms of oppression, implicit bias, and discrimination; and
3. c) provide leadership that affirmatively contributes to the development and growth of culturally responsive practices, including language and communication.
 | * Engage and provide leadership in the agency’s diversity and inclusion committee; identify organizational strategies used within the agency to devise a more inclusive environment
* Critically evaluate the geography, diversity, and politics as well as cultural groupings within the local area, exploring how the community context influences the populations served and generate discussion topics to bring to supervision
* Develop strategies for implementing practices learned from review of scholarly literature on cultural awareness and effective approaches
* In collaboration with clients and constituents, develop a diversity awareness training that identifies systemic forms of oppression, implicit bias, and discrimination, and deliver to agency staff
* Attend relevant workshops/trainings and/or conferences related to ADEI and discuss in supervision
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| **Competency 4:** **Engage in Practice-informed Research and Research-informed Practice****Observable Behaviors:****Advanced Generalist Social Workers:** a) critically evaluate published evidence-based research and outcome studies to identify ethical and methodologically sound evidence-informed practices for use with individuals, families, groups, organizations, and communities; and b) examine and translate research evidence to inform and improve practice, policy, programs, and services consistent with advanced generalist practice that is culturally responsive, rights-based, anti-racist, and anti-oppressive. | * Critically select research articles related to advanced practice and utilize practice informed methodologies in assigned cases/projects as evidenced through documentation in case notes
* Analyze and evaluate the evidenced based model(s) being utilized within the agency and determine the effectiveness with the population being served
* Independently evaluate the program effectiveness by gaining input from clients/constituents and staff relating to cultural responsiveness, anti-oppressive and anti-racist policies currently in place; present to and discuss with agency staff
* Generate findings from evidenced based research regarding a potential curriculum for the agency and share findings with the team
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| **Competency 5:** **Engage in Policy Practice****Observable Behaviors:****Advanced Generalist Social Workers:** a) develop, implement, and/or evaluate policies that advance a rights-based approach to social, racial, economic, and environmental justice, consistent with the National Association of Social Workers Code of Ethics; and 1. b) advocate using a rights-based, anti-racist, and anti-oppressive approaches to shape formal and informal organizational policies that impact systems and constituents.
 | * Research a current piece of legislation that will impact the agency and derive a fact sheet regarding the potential impact of said legislation; present an overview to agency staff/discuss in supervision
* Critically examine the way a new agency policy is affecting clients/constituents by interviewing the clients/constituents and propose ideas for change that honor anti-racist, anti-oppressive and rights-based approaches to the services being delivered
* Participate in the agency’s continuous quality improvement/performance improvement process and independently assess how the agency is meeting a standard that impacts equitable delivery of client services and remains consistent with the NASW Code of Ethics
* Serve on an internal agency committee and work to modify/update existing rules/policies to better serve clients/constituents and that advance a rights-based approach to social, racial, economic, and environmental justice
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| **Competency 6:** **Engage with individuals, families, groups, organizations, and communities****Observable Behaviors:****Advanced Generalist Social Workers:** 1. a) build professional relationships to engage with individuals, families, groups, organizations, and communities using collaborative and strengths-based and empowerment approaches; and
2. b) adapt best practices through self-reflection, consultation, and multifaceted approaches that recognize the impact of power differentials and systemic barriers and are inclusive of human behavior and person-in-environment dimensions to engage diverse clients and constituencies.
 | * Demonstrate the ability to effectively engage and build rapport with clients/constituents and agency staff, by showing interest and empathy, and incorporating collaborative, strengths-based and empowerment approaches to build relationships
* Demonstrate value in relationships by actively listening and attending, using reflection, paraphrasing, and summarizing conversation content, and recognizing and acknowledging client/constituent strengths
* Effectively incorporate the use of assessment tools to allow the client to fully engage in clinical sessions by being able to better explain their problems and therefore allowing for improved and more targeted, solution outcomes
* Collaborate with other agencies to assess additional service delivery models that work towards developing client/family rapport and engagement, and work to incorporate any applicable models into this agency’s practice
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| **Competency 7:** **Assess individuals, families, groups, organizations, and communities****Observable Behaviors:** **Advanced Generalist Social Workers:** 1. a) reflectively gather and critically evaluate relevant data on presenting issues in a collaborative process to assess the client and their environment through a multi-systemic framework and strengths-based assessment lens; and
2. b) integrate self-reflective and culturally responsive lenses to implement and continuously evaluate tools used for assessment.
 | * Utilize current and up to date resources to accurately identify the most appropriate tool to meet the client’s/constituent’s needs in any presented situation
* Effectively collaborate with a committee to plan, create, and implement a needs assessment survey to identify current presenting issues within the practice
* Assess the needs of the community/social groups, considering minority voices served by the organization and compose both strengths and gaps in services to present to the agency
* Assess the needs of clients in group and demonstrate the ability to adapt current curriculum(s) to meet the ever-changing needs of the client
* Collaboratively develop client/constituent goals utilizing a strengths-based approach to better identify and inform optimal interventions
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| **Competency 8:** **Intervene with individuals, families, groups, organizations, and communities****Observable Behaviors:****Advanced Generalist Social Workers:** 1. a) demonstrate the ability to plan, lead, and intervene utilizing an advanced understanding of culturally responsive and evidence-informed interventions accounting for historical, social, racial, economic, and environmental factors at the micro, mezzo, and macro levels; and
2. b) engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions and actively participate in interprofessional collaboration to achieve client and constituency goals.
 | * Effectively develop an intervention plan that reflects a differential assessment of the client’s presenting problems, considering [the client’s] historical, social, racial, economic, and environmental factors that will directly shape the plan
* Successfully plan and lead an interprofessional team conference to discuss optimal treatment plans for client(s)
* Compose and deliver a grant proposal as an organizational intervention to better assist with meeting client/constituent needs
* Accurately identify the strengths and weaknesses with clients and help them build individual intervention goals to aid in their treatment
* Critically evaluate and compare program specific treatment models within agency and determine the ideal application of each model
* Attend conferences/trainings around cultural responsiveness when working with clients/constituents
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| **Competency 9:** **Evaluate practice with individuals, families, groups, organizations, and communities****Observable Behaviors:****Advanced Generalist Social Workers:** 1. a) analyze existing organizational evaluation practices and outcomes to continuously improve effective methods with particular attention to culturally responsive and rights-based approaches; and
2. b) apply evidence-informed methodologies to evaluate the service delivery process and its efficacy guided by rights-based, anti-racist, and anti-oppressive perspectives.
 | * Accurately identify appropriate evaluation tools to collect data on the effectiveness of agency’s intervention strategies
* Evaluate the interventions used within the practice; discuss successes and challenges around client/constituent progress during weekly supervision
* Critically evaluate agency evaluation tools for individuals and/or programs and discuss the pros and cons in weekly supervision
* Successfully Implement an evidence-based evaluation model at agency to determine the effectiveness of service delivery, considering rights-based, anti-racist and anti-oppressive perspectives; discuss findings with the team
* Identify similar [local] agencies and their evaluation tools; compare and present findings to agency, assessing any new tools to incorporate into agency’s current practice
* Create and collect supporting documents and data for grant outcome report
* Research a minimum of 3 scholarly articles discussing new evaluation tools and their effectiveness; discuss their potential implementation at agency during supervision and/or at team meeting(s)
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