

EBIP Concentration Suggested Assignments

Competency 1 – Ethics and Professional Behavior

Demonstrate ethical and professional behavior in interpersonal practice.

Practice Behavior 1

Demonstrate professionalism in conduct, practice, and communication appropriate to the agency setting.

Suggested Assignments

- Analyze organizational policies on dress code and communication and describe how these policies reflect and are appropriate to the organizational setting.
- Participate in agency orientation and training, identify agency standards for professionalism, and integrate into practice.
- Discuss agency standards and expectations for professionalism with field instructor and other agency staff and summarize the explicit and implicit expectations.
- Discuss with field instructor standards and guidelines for professional documentation, including electronic records and digital communication, and implement guidelines.

Practice Behavior 2

Consistently use consultation and supervision related to ethical, cultural, and practice issues, and integrate feedback into practice.

Suggested Assignments

- Identify and discuss in supervision any personal values and biases that may impact communication, assessment, or intervention with agency clients, and develop a strategy to manage the impact.
- Identify any struggles with professional boundaries, discuss in supervision specific strategies for resolution, implement strategies, and discuss results in supervision.
- Develop weekly, written agendas for supervision and include a discussion of specific practice issues and questions, ethical and cultural issues.

Practice Behavior 3

Using the NASW Code of Ethics, models of ethical decision-making, and relevant policies, identify and analyze ethical decisions in the interpersonal practice setting, including decisions regarding the ethical use of technology.

Suggested Assignments

- Identify potential or actual ethical issues in the field practice setting and discuss in supervision strategies to address the issues.
- Apply a model of ethical decision-making to the identified issue(s) and discuss strategies for resolution with field instructor in supervision.
- Review and evaluate the agency policy on use of technology and compare it to the standards of the NASW Code of Ethics.
- Review and evaluate any agency policy on the use of social media. If there is no policy, assess current practices and develop a proposal for ethical use of social media.

Practice Behavior 4

Identify, implement, and evaluate specific strategies for self-care.

Suggested Assignments

- Complete a self-care inventory to inform a self-care plan.
- Review articles on burnout, compassion fatigue, and/or vicarious trauma in social work practice and discuss in supervision and/or present to staff.
- Develop and present to field instructor a plan for self-care.
- Include self-care on weekly supervision agenda and discuss status of self-care plan.
- Develop a presentation on self-care for agency staff and present in a staff or team meeting.

Practice Behavior 5

Assess one's own professional knowledge, skills, and judgment as demonstrated in the field setting, and identify areas for professional development.

Suggested Assignments

- Identify personal strengths and areas for growth for interpersonal practice.
- Develop weekly supervision agendas, and include discussion of areas for growth and improvement.
- Attend a professional training event, and present some of the highlights to the field instructor or staff.
- Practice professional networking by meeting with practitioners or administrators from partner agencies.
- Develop a paper defining one's theoretical approach to current and future practice and present at the end of year to agency staff.
- Develop a two-year written plan for continuing education in professional social work practice.

Competency 2 – Diversity

Engage in interpersonal practices that are responsive to diversity and difference.

Practice Behavior 1

Articulate the effects of cultural identities, discrimination, and oppression on client system experiences and the client-worker relationship.

Suggested Assignments

- Describe to the field instructor how the student's cultural identities may affect the helping relationship with agency clients.

- Identify specific cultural identities of the agency's client population, learn about, and describe to the field instructor how specific cultural identities may have resulted in client experiences of discrimination and oppression.
- Include in client interviews specific questions about their experiences with discrimination and oppression.

Practice Behavior 2

Employ cultural humility and self-awareness in practice with diverse clients.

Suggested Assignments

- Read and share with the field instructor articles that enhance the student's cultural knowledge related to clients served by the agency.
- Develop and implement strategies to invite clients to share their cultural values and beliefs (e.g., use of a culturagram, culturally-focused interview questions, etc.)
- Review journal articles that address culturally responsive practice and share information in supervision.

Competency 3 – Advocacy

Advocate for human rights, and social, economic and environmental justice within the context of interpersonal practice.

Practice Behavior 1

Identify issues related to social, economic, and environmental justice, access to resources, and disparities in health and mental health services for client populations served by the field agency.

Suggested Assignments

- Assess resource gaps and service availability for a specific client population through client assessments, referrals, agency visits, and feedback from clients.
- Identify and discuss in supervision the obstacles faced by a specific client population (e.g., court-ordered, immigrants, etc.) when seeking services.
- Investigate the gaps in medical, dental, mental health, and prescription drug resources for the agency client population and discuss in supervision.
- Identify and analyze an issue of environmental justice affecting an agency client population.
- Identify or design a needs assessment survey, develop a plan for distribution, distribute to agency clients, and analyze the results.
- Analyze the results of a needs assessment survey and present a report to the field instructor or agency staff.
- Review cuts to the agency budget or changes in agency programs, analyze the impact on client services and discuss in supervision.

Practice Behavior 2

Advocate on behalf of individuals and families to advance human rights and access to resources and services.

Suggested Assignments

- Research and identify empirically supported methods of advocacy at the micro, mezzo, and/or macro system levels and discuss in supervision.
- Review the NASW *International Policy on Human Rights*, identify any human rights issues related to the agency client population, and participate in a related advocacy activity.
<http://www.socialworkers.org/pressroom/events/911/humanrights.asp>,
- Use individual case advocacy for assigned clients.
- Participate in NASW advocacy efforts at the macro system level (e.g., Attend and participate in Social Work Day on the Hill, review legislative reports from NASW state and national offices and make advocacy contacts with legislators, etc.).
- Attend and participate in community coalition meetings, (e.g. Coalition to End Homelessness, Coalition to end Family Violence, etc.).
- Write letters to state representatives outlining the negative impact of further cuts to spending on behavioral health, education, immigrant services, etc.

Competency 4 – Research

Analyze and apply research evidence for interpersonal practice and apply practice experience to research.

Practice Behavior 1

Use practice experience in the field setting to develop your own questions for research.

Suggested Assignments

- Develop a research question related to a specific client or client population in the field setting. Locate, read, and evaluate scholarly literature related to the question. Share findings and discuss with field instructor.
- Identify with the field instructor a pertinent question for research that is related to agency clients or programs. Locate, read, and evaluate relevant scholarly articles and share findings with field instructor or agency staff.

Practice Behavior 2

Analyze quantitative and qualitative research evidence to select culturally relevant interpersonal practice interventions.

Suggested Assignments

- Analyze the research evidence for a specific interpersonal intervention the agency is currently using or considering.
- Identify an interpersonal intervention for the agency client population and research and analyze the cultural relevance of the intervention.

Practice Behavior 3

Implement research-informed interventions with clients.

Suggested Assignments

- Select and implement, with field instructor approval, a specific research-informed intervention with agency clients.
- Participate with agency staff in implementation of an evidence-informed intervention and articulate the evidence to the field instructor.
- Select an evidence-based intervention for the client's presenting problem and implement.

Competency 5 – Policy

Analyze organizational and public policies that impact client wellbeing, service access and delivery, and articulate strategies for policy change.

Practice Behavior 1

Identify policies at multiple system levels (organization, local, state, national) that have an impact on agency clients and service delivery.

Suggested Assignments

- Identify with field instructor one agency policy for review, discuss with staff the impact of the policy on clients, and summarize the results.
- Solicit and summarize feedback from agency clients and/or staff to identify specific policies that have an impact on agency clients and/or service delivery.
- Seek feedback from a client group, asking them to identify specific policies that impact them, summarize the feedback, and present to field instructor or agency staff.

Practice Behavior 2

Analyze the impact of specific policies on client wellbeing and service delivery.

Suggested Assignments

- Analyze the impact on agency clients of a policy identified for Practice Behavior 1.
- Analyze the potential impact on agency clients of changes in state law or cuts to a specific state program.
- Analyze the potential impact on agency clients of changes in federal law or regulations or cuts to a specific federal program
- Identify and analyze how specific funding sources (contracts, grants, donors, etc.) impact service delivery.

Practice Behavior 3

Develop a strategy to formulate or influence a policy that impacts agency clients or services.

Suggested Assignments

- Identify methods for providing policy feedback to local, state, and/or federal agencies and provide feedback using one of these methods.

- Identify and implement at least one strategy for policy influence or change to promote access to a service needed by agency clients (e.g., affordable housing, health or mental health care, education).
- Identify client needs within practice setting. Choose a related bill in the state or federal legislature and advocate for or against the bill by writing letters, emails, making phone calls and/or providing public testimony.
- Develop a written proposal to change or improve an agency policy.
- Create a policy brief for an issue impacting the agency client population and present to staff.
- Participate in a task force or coalition to address a social policy issue (e.g., homelessness, human trafficking, bullying, disproportionate incarceration, etc.). Present findings and actions in supervision.
- Develop a one-pager or a PowerPoint and make a presentation to educate agency staff on a specific policy area that is relevant to agency clients (healthcare, housing, education, etc.).

Competency 6 – Engagement

Demonstrate evidence-informed strategies for engagement with diverse clients.

Practice Behavior 1

Identify specific, evidence-informed methods of engagement with populations served by the field agency.

Suggested Assignments

- Identify client life stage and research how that may affect the process of engagement.
- Find and review an article in a peer-reviewed journal on client engagement and identify how the findings may be implemented in the field agency setting.
- Assess one’s own knowledge, skills, and challenges in client engagement and discuss strategies for improvement in supervision.

Practice Behavior 2

Demonstrate engagement strategies targeted to diverse individuals, families, and/or groups.

Suggested Assignments

- Demonstrate evidence-based engagement skills (reflective listening, summarizing, and expressing empathy to engage with clients).
- Implement one of the identified engagement strategies with agency clients.
- Implement a specific culturally relevant method for client engagement.

Practice Behavior 3

Evaluate the effectiveness of specific engagement strategies with agency clients.

Suggested Assignments

- Discuss with the field instructor a specific engagement strategy implemented with agency client(s) and analyze the results.

- Develop and implement a strategy to collect feedback from clients on their response to engagement strategies (e.g., client satisfaction survey, discussion with client, etc.).

Competency 7 – Assessment

Demonstrate use of an advanced knowledge base to develop comprehensive client assessments.

Practice Behavior 1

Complete comprehensive interpersonal assessments based on knowledge of multidisciplinary frameworks for advanced interpersonal practice.

Suggested Assignments

- Conduct a client interview and write an assessment, incorporating specific theoretical and evidence-based knowledge.
- Use an ecomap, genogram, or culturagram and incorporate into a written assessment.
- Conduct a literature review on a specific client population with emphasis on cultural identities, discriminatory, oppressive, and contextual issues.
- Present a case to other staff, identifying specific cultural issues that may affect work with the client.
- Analyze how various forms of oppression may have contributed to the current functioning of a client and discuss in supervision.

Practice Behavior 2

Develop mutually agreed-on goals and objectives with individuals, families, and groups based on critical assessment of strengths, needs, and challenges.

Suggested Assignments

- During client assessments, establish with the client clear and measurable goals and objectives.
- Develop written intervention/care/treatment plans with each client by collaborating and creating measurable, attainable, and timely goals and outcomes.

Competency 8 – Intervention

Select and apply culturally relevant, evidence-based methods of intervention with clients.

Practice Behavior 1

Apply knowledge of theoretical frameworks and research evidence to select client interventions.

Suggested Assignments

- Develop and implement an evidence-based intervention plan for a client and articulate the evidence for effectiveness and cultural relevancy.
- Identify a specific evidence-based intervention that is used in the agency and review empirical evidence to assess the cultural relevance, appropriateness, and efficacy. Discuss with Field Instructor.
- Identify a specific evidence-based intervention that is **not** used in the agency and review empirical evidence to assess the cultural relevance, appropriateness, and efficacy. Discuss with Field Instructor.

- Review research literature in order to evaluate and compare the efficacy of two interpersonal interventions, e.g., play therapy, solution-focused therapy, motivational interviewing, trauma-focused CBT.

Practice Behavior 2

Demonstrate advanced skills in practice with individuals, families, and groups and the ability to effectively engage in inter-professional collaboration as needed.

Suggested Assignments

- Participate in inter-professional team meetings, identify at least one way to collaborate in implementing services, and present the idea at treatment team.
- Demonstrate advanced interpersonal skills in communication and intervention with clients, while being observed by a supervisor, and process feedback in supervision.
- Demonstrate advanced clinical skills in collaboration with agency staff in work with a client or group.
- Participate in interdisciplinary team meetings outside of the agency (e.g., Child and Family Team meetings, IEP meetings, etc.) and discuss with field instructor how to implement findings and collaborative services.

Practice Behavior 3

Use negotiation, mediation, and advocacy skills with and on behalf of clients and constituencies to improve client services.

Suggested Assignments

- Identify how negotiation, mediation, and advocacy skills are currently used in the agency.
- Review effective methods for negotiation, mediation and advocacy and select methods for implementation.
- Help clients negotiate improved relationships with key individuals in their lives (e.g., parents, spouses, teachers, employers, etc.).
- Negotiate with providers to secure appropriate client benefits (e.g., medication assistance, housing, child care, etc.).

Competency 9 – Practice Evaluation

Use multiple methods to evaluate and improve practice with client systems.

Practice Behavior 1

Identify and critically analyze theories, assessment tools, interventions, and models of evaluation appropriate for the interpersonal practice setting.

Suggested Assignments

- Learn about and participate in the agency methods for measuring outcomes.
- Identify models of evaluation for interpersonal practice that promote the continual process of assessment, evaluation, and effective treatment. (e.g., single-system design, pretest/posttest, etc.)
- Consult with clinical staff regarding the assessment and evaluation tools used in their practice and discuss the effectiveness of those tools.
- Identify an evidence-based assessment or evaluation tool to use with clients and present to field instructor.

- Identify a theory that informs current agency practice and discuss with the field instructor how it may explain differences in client outcomes.

Practice Behavior 2

Design and implement at least one method to monitor and evaluate intervention outcomes with clients in the field setting.

Suggested Assignments

- Identify and implement methods for evaluating one's own practice with clients.
- Develop and implement a pre-test and post-test evaluation.
- Develop and implement a client satisfaction survey.
- Use a single system design to evaluate effectiveness of practice with a client.

Practice Behavior 3

Apply evaluation findings to develop strategies to improve practice effectiveness in the field agency setting.

Suggested Assignments

- Analyze findings from the agency's evaluation processes to identify opportunities to improve practice effectiveness.
- Analyze findings from the student's evaluation of practice with clients and develop strategies to improve practice skills at the micro or mezzo level.
- Implement at least one strategy to improve practice skills based on the results of a practice evaluation.