

Suggested Assignments for Generalist Field Fall 2020

Competency 1 –Ethical and Professional Behavior

Demonstrate Ethical and Professional Behavior

Practice Behavior 1

Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context.

Suggested Assignments

- Identify an ethical dilemma or issue in the field agency setting, link the identified issue to specific standard(s) of the NASW Code of Ethics.
- Select a specific model for ethical decision-making and apply that model to the identified ethical dilemma or issue and discuss with Field Instructor.
- Select a NASW Practice Standards and Guidelines related to either:
 - a. If you have secured a field placement: the type of social work services your generalist field placement is providing the community or
 - b. If you have *not* yet secured a field placement: the type of social work services you hope to provide individuals, groups, organizations, or communities in the future

Create a PowerPoint presentation that includes the following:

- A summary of your findings
- How it applies to your agency as a whole (macro level)
- Examples of how it might be applied to the work you are currently doing in your agency (micro/mezzo level)
- Ideas for how social workers within your agency can incorporate these standards in their future practice within your agency.

Practice Behavior 2

Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.

Suggested Assignments

- Develop and implement strategies to manage the influence of my personal values and emotions on professional practice, and discuss the effectiveness of the strategies in supervision. Evaluate the effectiveness of the self-care plan developed in the fall and revise as needed.
- Identify any struggles with professional boundaries, discuss in supervision specific strategies for resolution, implement strategies, and discuss results in supervision.
- Identify at least two of my personal values and reflect on how these values may influence practice in the field agency setting.

Practice Behavior 3

Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.

Suggested Assignments

- Demonstrate consistent time management skills, including attendance, field and agency documentation, tasks and projects.
- Read and compare the UTCSW *Standards of Professional Conduct* with field agency policies on professional conduct. Discuss the agency's expectations for professional demeanor and conduct with the Field Instructor. Enter documentation on time sheet and learning plan according to due dates. Enter documentation on time sheet and learning plan according to due dates.

- Complete and submit all field agency documentation and assignments by due dates using professional writing skills according to agency standards.
- Demonstrate consistent attendance and time management skills.

Practice Behavior 4

Use technology ethically and appropriately to facilitate practice outcomes.

Suggested Assignments

- Discuss in supervision any questions and challenges related to the use of technology and/or social media in practice. Develop and implement strategies to manage challenges. Analyze congruence with standards of the NASW Code of Ethics.
- Create a handout that describes the benefits and challenges related to electronic communication with client systems and colleagues such as email, text messaging, video conferencing, mobile phone calls, and social media. Include resources that social workers can use for professional decision-making. Think about your particular placement and structure the handout to be applicable to the work that they are doing.

Practice Behavior 5

Use supervision and consultation to guide professional judgment and behavior.

Suggested Assignments

- Develop a written agenda for weekly supervision and share the agenda with the field instructor. Use supervision to request feedback and to discuss questions, concerns, ethical issues, cases, and assignments. Implement supervisory feedback in practice and discuss in supervision.

Competency 2 – Diversity

Engage Diversity and Difference in Practice.

Practice Behavior 1

- 1. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.**

Suggested Assignments

- Identify population served by the field organization that have been affected by discrimination or oppression. Discuss in supervision any questions or ideas regarding the impact of discrimination and oppression.
- Listen to "[I'm Still Here,](#)" by Austin Channing Brown (Art of the Sermon) <https://www.stitcher.com/podcast/defininggrace/art-of-the-sermon/e/54526347> (Podcast) (Approx. 1 hour) Write a reflection about your 3 most important takeaways and how you will incorporate them in practice.
- Listen to "[Walking While Black](#)" (Garnette Cadogan) (Approx: 1 hour 15 min) and write a reflection about what stood out to you.
- Listen to "[White Awake](#)" by Daniel Hill (FSP Chicago). Reflect and summarize the main points of this interview.
- Listen to or read "[Why Are White People So Bad at Talking About Race?](#)" - short video summarizing the [book](#) by Robin DiAngelo and write a 1-2 page reflection about what you learned.
- Listen to "[Well Meaning White People](#)" (Smartest Person in the Room). Write a reflection paper about what you learned.
- Listen to one of the podcasts in this social work series https://www.insocialwork.org/episode_category.asp?cat=LGBT%20Issues or <https://naswsocialworktalks.libsyn.com/ep33-supporting-lgbtq-youth> Write a 1-2 page reflection about it.
- Listen to <https://www.socialworkers.org/News/Social-Work-Talks-Podcast/EP49-Supporting-Seniors-During-Social-Distancing> Write a 1-2 page reflection on the unique needs of seniors during COVID.

- Listen to a podcast from this site <https://www.ameridisability.com/post/5-inclusive-podcasts-in-tune-with-listeners-with-disability> Write a 1-2 page reflection on accessibility and/or inclusion related to your choice.

Practice Behavior 2

Present themselves as learners and engage clients and constituencies as experts of their own experiences.

Suggested Assignments

- Complete client interviews enabling clients to share life experiences.
- If unable to complete an interview with a client at your agency, choose a fellow student (or faculty member). Conduct an interview, allowing them to share life experiences, including challenges that they have experienced, as well as ways they have dealt with and overcome those challenges. Make an effort to recruit an interviewee who has different cultural identities than you and may have experienced oppression or discrimination due to cultural identities.

Practice Behavior 3

Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

Suggested Assignments

- Implement strategies for identifying (e.g., implicit bias test) and managing personal biases in practice with diverse clients.
- Visit this site: <https://implicit.harvard.edu/implicit/takeatest.html> and choose 3 tests. Write a 3 page document about what you learned and how that will help you to better serve clients in your agency.

Competency 3 – Engagement

Engage with Individuals, Families, Groups, Organizations, and Communities.

Practice Behavior 1

Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.

Suggested Assignments

- Discuss how a specific theory of human behavior and the social environment applies to client interviews and engagement.
- Identify specific evidence-based engagement strategies that may be appropriate for population(s) served by the agency.
- Find and review an article in a peer-reviewed journal on client engagement and identify how the findings may be implemented with field agency clients. If the article does not address telepractice, reflect on how the engagement strategies could be adapted to telepractice. Write a summary describing the engagement strategies and how they might be adapted to generalist telepractice. Provide the citation to the article.

Practice Behavior 2

Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

Suggested Assignments

- Implement, refine, and evaluate empathic listening and engagement skills.
- Observe and identify specific engagement strategies used by agency staff and process in supervision.
- **Watch the Video:** Empathic Communication and Engagement in Behavioral Health, CA Institute for Behavioral Health: <https://www.youtube.com/watch?v=vqgO1iyHUqc>

Write a summary of the strategies for adapting interviewing and empathic listening skills to a telepractice platform. Then, reflect on challenges you anticipate in adapting your own interviewing style and skills to a telepractice venue.

- Identify your own field placement agency or another community agency. Review the agency's website and social media messaging. Identify any community outreach activities. Summarize the engagement strategies and perceived effectiveness for a culturally diverse client population.
- Develop a plan for client outreach and engagement through technology for your field agency or another community organization. Analyze current agency outreach methods and materials, including website, use of social media and any written materials for cultural relevance to clients and accessibility. Identify through research culturally responsive strategies for engagement through technology.

Competency 4 – Advocacy

Advance Human Rights and Social, Economic, and Environmental Justice

Practice Behavior 1

Apply understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.

Suggested Assignments

- Review the Universal Declaration on Human Rights. Identify specific human rights that may not be guaranteed for field agency client populations, and discuss with Field Instructor. Identify and discuss with Field Instructor a specific social, economic, or environmental justice issue related to the agency client population.
- Review your agency's mission, policies, programs and practices. Create a list of ways your agency promotes social justice and human rights.
- Assess resource gaps and service availability for a specific client population through client assessments, referrals, agency visits, and feedback from clients.
- Read the following articles about environmental justice
<https://www.epa.gov/environmentaljustice>
<https://www.socialworktoday.com/archive/ND17p10.shtml>
<https://www.tandfonline.com/doi/abs/10.1080/13691457.2019.1667615?journalCode=cesw20>
<https://socialworkhelper.com/2017/10/09/environmental-social-work-call-action/>

Write a summary of your findings and discuss with your field instructor.

- Identify specific environmental justice issues impacting your agency clients. This could be completed through client/staff interviews, environmental scans, surveys, etc.
Identify steps the agency could take to impact these environmental justice issues.
Develop a flyer or PowerPoint to share your findings to agency staff.
- Read these articles about the impacts of COVID-19
<https://www.nytimes.com/2020/03/15/world/europe/coronavirus-inequality.html>
<https://www.opportunityagenda.org/explore/insights/talking-about-covid-19-call-racial-economic-and-health-equity>
<https://www.opportunityagenda.org/talking-coronavirus>
<https://www.cdc.gov/coronavirus/2019-ncov/need-extra-precautions/racial-ethnic-minorities.html>
<https://www.healthaffairs.org/doi/10.1377/hblog20200319.757883/full/>
- Identify agency client populations and social service organizations who may be particularly vulnerable to COVID-19, strengths and resources of these clients populations, and explore policy solutions that could protect these clients.

Practice Behavior 2

Engage in practices that advance social, economic, and environmental justice.

Suggested Assignments

- Identify and participate in an advocacy activity related to an issue of social, economic, or environmental justice.
- Advocate on issues of environmental justice at the agency, local, state or federal level. This could include encouraging your agency to create new programming, writing letters to your legislators, participating in advocacy activities with organizations focused on environmental justice.
- Review several of the articles listed in this link , “What weaknesses & strengths about our world are being exposed by this pandemic?” <https://www.nytimes.com/2020/04/16/learning/what-weaknesses-and-strengths-about-our-world-are-being-exposed-by-this-pandemic.html>

Answer these questions:

What problems have affected you or someone you know personally? That is, what do you see among your own family, friends, classmates and neighbors that points to an issue our society needs to fix?

What evidence of our strengths — whether through personal, group or institutional generosity, resilience or creative thinking — have you experienced?

The pandemic has made many global, national and local societal problems worse. Which of these problems worry you most? What underlying issues, if any, did this crisis make you see more clearly?

In crises, there are often opportunities. What do you hope will come out of this that might begin to fix or address the issues in our society that worry you most?

Identify steps you can take as an individual or with your agency to address an issue of concern related to COVID-19.

Competency 5 – Policy

Engage in Policy Practice.

Practice Behavior 1

Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.

Suggested Assignments

- Discuss one social policy at each level (local, state, federal) that has an impact on clients served by the agency.
- Identify a policy issue that is impacting the clients served by your agency. Develop a presentation with the following:

Brief history of the policy/problem

- Is it implemented at the local, state, or federal level of government?
- What problem is the problem trying to solve?
- Data on who is impacted by this policy
- Your recommendations

Practice Behavior 2

Assess how social welfare and economic policies impact the delivery of and access to social services.

Suggested Assignments

- Analyze how the policies identified in practice behavior 1 impact client access to social services.
- Identify proposed legislation of concern to social workers. <https://www.socialworkers.org/Advocacy/Policy-Issues>
 - Create a one page infographic on this issue: who is impacted, how they are impacted, and your recommendations.
 - Contact your representatives and share your viewpoints on this issue, and share your infographic.
 - Write up your thoughts about this process