

## CLINICAL PRACTICE CONCENTRATION LEARNING PLAN EXAMPLE ASSIGNMENTS

### Competency 1: Demonstrate Ethical and Professional Behavior

#### Practice Behavior 1.1:

Utilize the value base of the social work profession and its ethical standards in clinical practice in both face-to-face and technology-based formats, and in consultation with others.

##### *Example Assignments for 1.1.*

- Identify ethical issues in the field practice setting. Apply a model of ethical-decision making, the NASW Code of Ethics and strategies to address the issues in supervision.
- Complete a HIPAA training and write a one page summary of what was learned, applying HIPAA guidelines to demonstrate ethical use of technology in clinical practice.
- Identify laws or regulations that impact social work practice at your agency (e.g., state laws, legal orders, agency regulations, grant requirements) and think about how they align and/or conflict with the NASW Code of Ethics. If you identify conflicts, discuss in supervision how to navigate those challenges while upholding your ethical requirements as a social worker.
- Discuss appropriate roles and boundaries of a MSSW clinical practice concentration student with Agency Field Instructor and other agency staff; practice behaviors that demonstrate commitment to appropriate roles and boundaries.
- Review and evaluate the agency policy on use of technology, including the use of social media, and compare it to the standards of the [NASW Standards for Technology in Social Work practice](#).

**Practice Behavior 1.2:** Communicate professionally with clients, client systems and interprofessional teams in print and electronic formats using a trauma-informed lens.

##### *Example Assignments for 1.2:*

- Read and compare the UTCSSW 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.
- Participate in agency orientation and training, identify agency standards for professionalism, and integrate into clinical practice. Discuss agency standards and expectations for professionalism with Field Instructor and other agency staff and summarize the explicit and implicit expectations.
- Review the [NASW Standards for Technology in Social Work practice](#) and identify how these standards are incorporated in your field agency's current practice procedures for clinical documentation and professional communication. Discuss findings in supervision.
- Review agency use of telehealth technology and discuss ethical issues that may arise while providing telehealth services.
- Discuss with Field Instructor standards and guidelines for professional documentation, including electronic records and digital communication, and implement guidelines.

**Practice Behavior 1.3:** Demonstrate self-reflection, professionalism, and self-regulation to manage personal and professional values with clients, client systems, supervisors, and colleagues in practice situations.

##### *Example Assignments for 1.3:*

- Reflect on how you communicate, handle feedback, engage in self-directed learning, set boundaries, and deal with

conflict. Share this with your Field Instructor and implement strategies for growth in these areas.

- Identify situations in the agency setting that are particularly stressful to you and where you may become dysregulated. Select a practice that could help to increase your resilience as a social work practitioner and your homeostasis in the workplace and discuss the effectiveness of these strategies with your Field Instructor.
- Review articles on burnout, compassion fatigue, and/or vicarious trauma in clinical social work practice and discuss in supervision and/or present to staff.
- Implement strategies for regular and effective supervision. Develop a written agenda for weekly supervision that addresses self-evaluation, requests supervisor feedback, and assures discussion of concerns, ethical issues, cases, and assignments. Share the agenda with the Field Instructor. Implement supervisory feedback in practice and discuss in supervision.
- Complete a self-care inventory and develop a self-care plan. Include discussion and strategies for self-care on weekly supervision agenda including discuss status of self-care plan. Invite accountability and insight from your Field Instructor.

## Competency 2: Advance Human Rights & Social, Racial, Economic and Environmental Justice

**Practice Behavior 2.1:** Analyze the impact of systemic power structures on social, racial, economic and environmental inequities through the lens of social justice, privilege, and equity.

*Example Assignments for 2.1:*

- Assess resource gaps for a specific client population through client assessments, referrals, agency visits, and feedback from clients, and the impact of oppression and discrimination on these gaps. Develop an advocacy plan to impact these gaps.
- Research allowable nonpartisan voter activities for 501(c)(3) organizations and/or requirements for some state offices and non-profits in the 1993 National Voter Registration Act (<https://votingissocialwork.org/wp-content/uploads/sites/2468/2020/01/Ideas-for-integrating-Voter-Mobilization-activities-into-classroom-and-field.pdf>). Discuss how this compares to voter activities implemented at your agency. If there are none, implement a voter engagement strategy with your field agency.
- Analyze client data through the lenses of oppression, discrimination, and historical trauma, and develop next steps based on your findings.
- Identify and discuss in supervision the obstacles faced by a specific client population (e.g., court-ordered, immigrants, etc.) when seeking services. Implement strategies to help clients overcome these obstacles.
- Identify and analyze an issue of environmental justice affecting an agency client population and develop an advocacy plan to impact this issue.
- Review cuts to the agency budget or changes in agency programs, analyze the impact on client services and discuss in supervision.

**Practice Behavior 2.2:** Implement interventions which empower clients and client systems to advance human rights and social justice.

*Example Assignments for 2.2:*

- Research and implement anti-oppressive, trauma informed individual case advocacy strategies. Discuss successful and challenging experiences implementing these strategies.
- Include questions about needed resources and client strengths in client assessments and work with clients to identify and access resources and to build on their strengths.
- Identify one resource/service gap and engage with clients to implement a plan to advocate for this needed resource.
- Participate in NASW advocacy efforts (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 legislative or community coalition meetings, (e.g., Coalition to End Homelessness, Coalition to end Family Violence, etc.). Note any strategies being used to engage community members in these processes.

- Write letters to state representatives outlining the impact of legislation on important issues on agency clients.

### Competency 3: Engage Anti-Racism, Diversity, Equity & Inclusion (ADEI) in Practice

**Practice Behavior 3.1:** Identify the origins and continued mechanisms of racism, oppression, injustice, and inequity among clients and client systems.

*Example Assignments for 2.1:*

- Identify specific client racial/ethnic/nationality and other 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. Discuss ways to incorporate this information into clinical practice with clients.
- Read and share articles with the Field Instructor that enhance the student's knowledge of clients' identities who are served by the agency. Implement strategies to incorporate this knowledge into clinical practice.
- Apply an anti-racist and anti-oppressive theory/perspective (e.g., critical race theory, feminist theory, disability justice framework, empowerment theory,) to an analysis of a services and interventions provided by the agency.
- Review and analyze agency outcome data by client demographics, identifying any trends or gaps in services. Discuss these findings with your Field Instructor and identify strategies to positively impact these trends.
- Review and complete one of [these Diversity, Equity and Inclusion Organizational Assessment Tools](#) and discuss in supervision.

**Practice Behavior 3.2:** Explore the role of social justice in clinical practice with individual and systems levels using an intersectionality lens.

*Example Assignments for 2.2:*

- 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.).
- Identify specific identities of the agency's client population, learn about, and describe to the field instructor how these identities may have resulted in client experiences of discrimination and oppression. Review journal articles that address culturally humble practice and identify steps to implement any recommendations for improving culturally responsive, anti-racist and anti-oppressive social work practice.
- Identify issues related to accessibility/inclusive spaces and practices for clients with disabilities at your field agency and share findings with your Field Instructor.
- Research anti-racist and anti-oppressive clinical social work practice. Discuss your understanding of this and how it will impact your clinical-level work in this field. Implement strategies from this research and discuss in supervision.
- Identify a policy and complete a Racial Equity Assessment of that policy using [this tool from the Center for the Study of Social Policy](#).

**Practice Behavior 3.3:** Utilize an anti-racist lens and social work ethical standards in clinical practice with clients, client systems, supervisors, and colleagues.

*Example Assignments for 2.3:*

- Identify and discuss in supervision any personal values and biases that may impact communication, engagement, assessment, or intervention with agency clients. Implement and evaluate strategies to interrupt the impact.
- Visit this site: <https://implicit.harvard.edu/implicit/takeatest.html> and choose three tests. Write a reflection paper about what you learned and how that will help your social work practice at your agency.
- Describe to the Field Instructor how the student's varied identities may affect the helping relationship with agency clients and implement strategies to mitigate this.
- Find and review an article in a peer-reviewed journal on anti-oppressive/anti-racist clinical practice and discuss how to implement the findings in the field agency setting. Develop an implementation strategy and discuss the barriers and facilitators with your Field Instructor.

- Read/watch one of these resources from Rhonda Magee, JD: 1) The Inner Work of Racial Justice book, 2) TedxTalk: <https://www.youtube.com/watch?v=53ApfkBQGxg> 3) article: [https://greatergood.berkeley.edu/article/item/how\\_mindfulness\\_can\\_defeat\\_racial\\_bias](https://greatergood.berkeley.edu/article/item/how_mindfulness_can_defeat_racial_bias)). Identify tools for self-regulation that you will incorporate into your social work practice and discuss in supervision.

## Competency 4: Engage in Practice-Informed Research & Research-Informed Practice

**Practice Behavior 4.1:** Utilize anti-racist and anti-oppressive lenses to evaluate evidence-based theories to inform decisions related to practice, policy, and programs.

### *Example Assignments for 4.1:*

- 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 strategies to implement what you learned with field instructor.
- Identify a specific clinical social work skill(s) you would like to improve upon. Research this skill(s), identify ways to improve in this area and implement those strategies. Request feedback from colleagues and supervisors, and discuss in supervision.
- Identify a clinical intervention currently used by the agency, and research and analyze the cultural relevance of the intervention. Additionally, identify a specific evidence-based intervention not used in the agency and review empirical evidence to assess the cultural relevance, appropriateness based on life stage, and efficacy. Discuss with Field Instructor.
- Read at least two peer-reviewed journal articles that relate to practices utilized in the agency. Compare the services offered at your field placement with methods described in articles. Discuss your findings with Field Instructor and implement findings in your practice.
- Compile data around agency demographics by areas such as race, age, ethnicity, religion, gender, sexual orientation, disability, education, national origin, or income. Note what types of demographic data are not currently collected by the field agency and explore how this information might be helpful. Identify gaps in who is accessing agency services and explore ways to provide outreach to other populations.

**Practice Behavior 4.2:** Apply evidence-based clinical practice theories in assessment, treatment planning, termination, case-conceptualization, and interviewing to resolve unique, ambiguous, value-conflicted, and complex client problems in collaboration with inter-professional teams.

### *Example Assignments for 4.2*

- Analyze the research evidence for a specific interpersonal intervention the agency is currently using or considering. Interview staff members at your field placement and review available data for varying perspectives on these practices and their effectiveness.
- Identify an assessment tool used by the agency and research and analyze the evidence base and cultural relevance of the intervention.
- Read at least two peer-reviewed journal articles that relate to termination in clinical practice. Compare the termination practices at your field placement with methods described in articles. Discuss your findings with Field Instructor.
- Select, implement, and evaluate, with field instructor approval, a specific research-informed interviewing technique with agency clients.
- Interview members of a treatment team for varying perspectives on treatment planning and various models/approaches used at your field agency. Discuss findings and strengths /appropriateness of each approach.

## COMPETENCY 5: Engage in Policy Practice

**Practice Behavior 5.1:** Critically analyze policies that impact the delivery of clinical services to ensure the advancement of human rights and social, racial, economic, and environmental justice.

### *Example Assignments for 5.1:*

- Seek feedback from clients and colleagues to identify specific policies (agency, local, state, federal) that impact the agency and its clients. Summarize the findings and share with agency staff via an infographic or presentation.
- Identify the key funding sources (local/state/federal grants, contracts, donors, etc.) for your agency. Review grant proposals to understand reporting requirements and goals of various programs/services of the agency. Analyze how specific funding sources (contracts, grants, donors, etc.) impact service delivery to agency clients.
- Analyze the potential impact of changes in law, regulations, or cuts to a specific local, state, or federal program on your agency and agency clients with particular attention to human rights and social, racial, economic and environmental justice.
- Research policy/advocacy groups that support the mission of the agency. Identify and review resources they develop and identify ways this information could support the field agency.
- Identify which of the Grand Challenges of Social Work <https://grandchallengesforsocialwork.org/> are a focus of your field agency. Review and discuss policy recommendation related to these Grand Challenge(s).

**Practice Behavior 5.2:** Advocate for socially just services and programs for clients through legislative advocacy, regulatory change, and within organizational policies.

### *Example Assignments for 5.2:*

- Identify with field instructor one agency policy for review. Discuss with staff the impact of the policy on clients. Summarize the results and discuss any recommendations.
- Analyze the impact of a specific policy or proposed legislation on agency clients and create a one-page infographic to inform and motivate agency staff to advocate for or against the bill by writing letters, emails, making phone calls and/or providing public testimony.
- Identify and implement at least one strategy for policy influence or change to promote access to a needed resource (e.g., affordable housing, health or mental health care, childcare).
- Participate in a task force or coalition to address a social policy issue impacting agency clients (e.g., homelessness, human trafficking, bullying, disproportionate incarceration, etc.). Present findings and actions in supervision.
- 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 meetings with legislators.

## COMPETENCY 6: Engage with Individuals, Families, Groups, Organizations, and Communities

**Practice Behavior 6.1:** Engage clients with diverse identities using culturally responsive, strength based, and empowerment perspectives.

### *Example Assignment for 6.1:*

- Assess one's own knowledge, skills, and challenges in client engagement and discuss strategies for improving client engagement skills in supervision.
- Identify, implement and evaluate strategies for client engagement via technology.
- Identify client life stages. Research culturally responsive, strength based, empowerment focused strategies for client engagement based on life stage. Implement these strategies and evaluate their effectiveness in supervision.
- Develop and implement a plan for engagement with clients considering their identities, strengths, environment and life stage, and discuss the evidence for effectiveness and cultural relevancy of the engagement plan.
- Assess one's own knowledge, skills, and challenges in client engagement with various group of clients and discuss strategies for improvement in supervision.

**Practice Behavior 6.2:** Apply person-in-the-environment, anti-oppressive, positionality, and intersectionality frameworks to promote attunement with clients.

*Example Assignment for 6.2:*

- Note how agency clinicians use empathy, reflection, and interpersonal skills in client interviewing, and interview those clinicians for insight on their strategies to enhance attunement with clients of various backgrounds. Utilize these skills in practice and evaluate in supervision.
- Reflect on how a person-in environment approach informs anti-oppressive client engagement skills. Discuss this and how your own positionality can impact client engagement strategies with Field Instructor.
- Demonstrate evidence-based anti-oppressive engagement skills (reflective listening, summarizing, and expressing empathy) to engage with clients.
- Using a lens of intersectionality, research evidence-based client engagement skills and implement these skills in practice. Reflect on the effectiveness and develop a plan to enhance your skills in this area.
- Find and review an article in a peer-reviewed journal on client engagement and identify how to implement the findings with field agency clients. If the article does not address telehealth practice, reflect on how the engagement strategies could be adapted to telehealth.

## **Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities**

**Practice Behavior 7.1:** Utilize social work principles, research evidence, and an anti-oppressive lens in the implementation of strength-based assessments.

*Example Assignments for 7.1:*

- Identify an assessment tool to use in your field placement. Research to determine if the assessment is strengths-based and if it has validity for use with a diverse client population. Consider how the diverse identities of your clients may impact the efficacy and appropriateness of a particular assessment tool. Discuss in supervision the implications for this assessment's use in goal setting.
- Review data collected by the agency on the clients they serve. Discuss how this data is collected and review the tools used to collect this data. Identify ways this data is used to assess client/community needs, and how that informs the development of programs at your field agency.
- Reflect on how a person-in-environment and strengths approach informs clinical assessment approaches and goal-setting. Review agency assessments for these approaches and share your reflections with your Field Instructor.
- Review pre- and post-assessment data from clients in your agency and apply critical thinking, using anti-oppressive and strengths-based lenses to analyze the results. Discuss your findings in supervision.
- Identify and implement strategies to assure a strengths-based approach in client assessment and goal setting. Review your and others' client assessments for a strengths-based approach.

**Practice Behavior 7.2:** Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.

*Example Assignments for 7.2:*

- Develop written intervention/care/treatment plans with each client by collaborating and creating S.M.A.R.T. goals and outcomes.
- Conduct a client interview and write an assessment that includes an ecomap, genogram, or culturagram, incorporating specific theoretical and evidence-based knowledge.
- Conduct a literature review on a specific client population with emphasis on cultural identities, strengths, discriminatory, oppressive, and contextual issues. Share how this knowledge will impact your practice at the agency.
- Present a case to other staff, identifying specific strengths, needs and challenges that may affect work with the client.
- Lead a client conversation in which you discuss how assessment results can guide intervention and collaboratively choose an intervention strategy.



## Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

**Practice Behavior 8.1:** Collaborate with clients to employ a variety of strategies, techniques, and evidence-informed interventions to achieve goals.

### *Example Assignments for 8.1:*

- Identify and implement two evidence-based interventions used in the agency. Review empirical evidence to assess the cultural responsiveness, appropriateness, and efficacy, and discuss with Field Instructor.
- Identify when an intervention is not working with a client and adjust the intervention as needed. Review the literature on this issue and discuss in supervision. Identify your reasoning for making that adjustment and re-evaluate.
- Reflect on how a person-in-environment approach informs clinical intervention with clients and share your reflections with your Field Instructor.
- Identify a specific evidence-based intervention not used in the agency and review empirical evidence to assess the cultural relevance, appropriateness based on life stage, and efficacy. Discuss with Field Instructor.
- Identify how negotiation, mediation, and advocacy skills are currently used in the agency. Identify skills you will work to strengthen and implement a plan for enhancing your skills in this area.

**Practice Behavior 8.2:** Apply appropriate culturally responsive and trauma-informed interpersonal practice interventions with clients in interprofessional settings.

### *Example Assignments for 8.2:*

- Develop and implement an evidence-based intervention plan for a client considering their cultures, strengths, environment, and life stage, and articulate the evidence for effectiveness and cultural responsiveness.
- Reflect on how a person-in-environment approach informs intervention with clients, and identify environmental factors that facilitate strengths as well as factors that cause barriers for clients in the successful implementation of agency interventions.
- Provide psychoeducation to a client or constituency regarding treatment options. Listen to client or constituency values and concerns. Respond to client or constituency questions or concerns in order to select a treatment approach together.
- Implement an interpersonal intervention with clients (e.g., play therapy, solution-focused therapy, motivational interviewing, trauma-focused CBT) and reflect on ways this intervention is or is not culturally responsive and trauma informed.
- Research skills and strategies needed for effective interdisciplinary collaboration. Collaborate with an interdisciplinary team to provide trauma informed, culturally responsive services.
- Develop and implement a trauma-informed plan for terminating with the agency and clients at the end of your placement and reflect on this process with the field instructor.

## Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations and Communities

**Practice Behavior 9.1:** Evaluate interpersonal practice within the ethical standards of the social work profession through a trauma-informed, anti-oppressive, and social justice lens.

### *Example Assignments for 9.1:*

- Identify trauma-informed, anti-oppressive 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.) and implement one of these to evaluate your clinical practice with clients.
- Develop and implement a trauma-informed, culturally responsive pre-test and post-test evaluation. Identify lessons learned from these results and identify ways you might adjust your practice based on these findings.
- Engage in community or agency assessments that focus on risk and protective factors.
- Develop and implement a trauma-informed and culturally responsive client satisfaction survey. Identify key lessons

learned from these results and identify ways you might adjust your practice based on these findings.

- Learn about and participate in the agency methods for measuring client outcomes and evaluate these methods through a trauma-informed, anti-oppressive, and social justice lens.
- Consult with clinical staff regarding the assessment and evaluation tools used in their practice and discuss the effectiveness of those tools. Choose at least one to implement in your own clinical practice with clients.

**Practice Behavior 9.2:** Evaluate client outcomes using culturally relevant designs and measures to inform programs and practice improvement.

*Example Assignments for 9.2:*

- Research existing Resilience Measures (scales, questionnaires, screenings, etc.) and identify ways these could be incorporated into agency practice.
- Apply evaluation findings to make a targeted change that will improve intervention or client outcomes. Discuss this decision in supervision with your Field Instructor and monitor the results to see if intended improvement is realized.
- Implement at least one strategy to improve specific clinical skills based on the results of a practice evaluation.
- Present a case study on a recent client, showing an ability to analyze the work completed with the client and the effectiveness of interventions.
- Discuss the evaluation method(s) used in the agency, their culturally responsiveness, and how any theoretical frameworks inform the evaluation process with the field instructor.
- Review agency demographic and outcome data for any trends related to client outcomes by these demographics. Discuss these findings with your Field Instructor and identify strategies to positively impact these trends.



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**Practice Behavior 10.3: Demonstrate understanding of historical and racial trauma, including the role of trauma-informed systems, and its impact on populations who have been oppressed.**

Example Assignments for 10.3:

- Identify the types of historical and racial trauma that may be impacting your agency's clients and discuss in supervision how this knowledge informs your clinical practice.
- Read articles on Trauma-Informed systems, such as this one (<https://www.nctsn.org/trauma-informed-care/creating-trauma-informed-systems>) and discuss how your field agency might fit into these systems.
- Develop a training on historical and racial trauma and present it to staff.
- Define historical and racial trauma, using resources such as these (<https://www.acf.hhs.gov/trauma-toolkit/trauma-concept>, [https://www.ptsd.va.gov/understand/types/racial\\_trauma.asp](https://www.ptsd.va.gov/understand/types/racial_trauma.asp)) and discuss how this information might inform changes to the agency's services and practices.