

AUGSBURG COLLEGE

Department of Social Work

MSW Multicultural Macro Practice Concentration (MCMP) Student Learning Agenda and Assessment

Agency _____

Student _____

Field Instructor _____
Name Licensure

Field Faculty _____

Task Supervisor _____
(if applicable)

Field Placement Duration _____

Typical Weekly Schedule _____

This form details nine competency areas utilized in social work practice. This outcomes-based assessment of student competence is focused on nine areas. There are three sections of each learning assessment that must be filled out:

- **Agency Task/Activity:** This column will be jointly filled out in the beginning of the field placement by the student and the field instructor who will work together to come up with “agency tasks/activities” that will demonstrate the associated “learning behaviors.”
- **Evidence:** This column will be filled out by the field instructor during the mid-term and final evaluations. At the mid-term evaluation, some squares of the evidence column can be left empty (if a student has not yet demonstrated those practice behaviors), but the entire evidence column should be filled out after final evaluation. This means that the evidence column will be a work in progress that is partially completed at mid-term and finished at final evaluation. The field instructor will use the “Evidence Key” to fill out the column with letters.
- **Evaluation:** These two columns will be filled out by the field instructor during mid-term and final evaluations. Mid-term will be filled out half way through the field placement when a student has completed at least 250 hours and final evaluation will be filled out at the end of the placement when the student has completed 500 hours. The field instructor will use the “Evaluation Key” to fill out the column with numbers. It is the student’s responsibility to notify the field instructor when they have reached 250 and 500 hours.

Evidence Key

- A. Field instructor observation
- B. Task supervisor observation
- C. Field faculty observation
- D. Evidence or documentation from attendance (i.e., meeting agenda, workshop materials)
- E. Discussion of activity in field supervision meeting
- F. Field course assignment
- G. Co-leader of group
- H. Review and analysis of relevant research on the internet
- I. Review of agency projects by the field instructor
- J. Observation by co-workers in the agency setting
- K. Relevant recordings

Evaluation Key

- 0: Not yet completed
- 1: Unsatisfactory: May be significant areas of concern or skills have not yet emerged as would be expected.
- 2: Basic: At an emerging or inconsistent level of competence.
- 3: Proficient: Ready for practice and consistently demonstrates adequate and sufficient competence.
- 4: Distinguished: Practice demonstrates higher than expected level of competence.

Competency 1. Demonstrate Ethical and Professional Behavior

Advanced practitioners in multicultural macro social work recognize the historical roots of social work in community and organizational practice, the importance of professional conduct, the professional use of self within communities and organizational settings, and adherence to ethical guidelines of professional behavior. Advanced multicultural macro practice social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Advanced practitioners in multicultural macro social work are knowledgeable about ethical issues, legal parameters, and social justice and recognize that complex systems can generate conflicting priorities and ambiguities that require professional value based judgments. Advanced multicultural macro practice social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Advanced multicultural macro practice social workers also understand the role of other professions when engaged in inter-professional teams. They recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. They also understand emerging forms of technology and the ethical use of technology in social work practice.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
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 practice context.				
Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations. Reconcile personal values in a way that allows professional values to guide advanced macro practice.				
Demonstrate professional demeanor in behavior, appearance and oral, written and electronic communication.				
Use technology ethically and appropriately to facilitate practice and program outcomes.				
Use supervision and consultation to develop ethical advanced macro practice.				
Advance effective and efficient social service delivery and access to resources in organizations and communities.				

Competency 2. Engage Diversity and Difference in Practice

Advanced multicultural macro social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Advanced multicultural macro practice social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. They also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusion's, may oppress, marginalize, alienate, or create privilege and power.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the mezzo and macro levels.				
Present themselves as learners and engage clients and constituencies as experts of their own experiences.				
Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.				
Engage with and ensure participation of diverse and marginalized community and organizational constituents by identifying and accommodating multilingual and non-literate needs, gender power dynamics, and access for disabilities in assessing, planning, and implementing macro interventions.				
In conducting agency policy, student applies appropriate process to hear all perspectives with respect.				

Competency 3. Advance human rights and social, economic and environmental justice

Advanced practitioners in multicultural macro social work understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Advanced multicultural macro practice social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. They understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Understand the potentially challenging effects of economic, social, and cultural factors in client systems.				
Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.				
Lead in practices that advance social, economic, and environmental justice.				
Advance specific strategies in local, national or international arenas to eliminate social, economic, and environmental injustice within communities, organizations, institutions or society.				

Competency 4. Engage in Research-informed Practice and Practice-informed Research

Advanced multicultural macro practice social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Advanced multicultural macro practice social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. They understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. They integrate members of communities and organizations in the process and locations of macro system intervene.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Engage in research process and practice to develop and complete summative project using project management skills.				
Advance research that is participatory and inclusive of the community and organizational constituencies with whom one practices (summative project).				
Use and translate research evidence to inform and improve practice. Communicate findings of summative project professionally.				
Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.				

Competency 5. Engage in Policy Practice

Advanced practitioners in multicultural macro social work understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. They understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Advanced multicultural macro practice social workers understand their role in policy development and implementation within their practice settings at the mezzo and macro levels and they actively engage in policy practice to effect change within those settings. They recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Assess how social welfare and economic policies impact the delivery of and access to social services.				
Apply critical thinking to analyze, formulate and advocate for policies advance human rights and social, economic, and environmental justice.				
Actively engage in the policy arena on behalf of community and organizational interests, working in collaborative efforts to formulate policies that improve the effectiveness of social services and the wellbeing of people, especially the most vulnerable.				
Demonstrate advocacy skills in policy work that may involve risk-taking as a function of leadership.				

Competency 6. Engage with Individuals, Families, Groups, Organizations, and Communities

Advanced multicultural macro practice social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Advanced multicultural macro practice social workers value the importance of human relationships, understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with constituencies, including groups, organizations, and communities. Advanced multicultural macro practice social workers understand strategies to engage diverse constituencies to advance practice and program effectiveness. Advanced multicultural macro practice social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. They value principles of relationship-building and inter- professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with constituencies.				
Use empathy, reflection and interpersonal skills to effectively engage diverse clients and constituencies.				
Develop a respectful, mutually agreed- on focus of work and desired outcomes in collaborative, advanced macro practice.				

Competency 7. Assess Groups, Organizations, and Communities

Advanced multicultural macro social workers understand assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse groups, organizations, and communities. Advanced multicultural macro social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including groups, organizations, and communities. Advanced multicultural macro practice social workers understand methods of assessment with diverse constituencies to advance practice effectiveness. They recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Advanced multicultural macro practice social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation in advanced macro social work practice. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from constituencies.				
In the field agency, assess and analyze stakeholders as social systems with understanding of person and environment.				
Recommend, evaluate and lead interventions that enhance the connectivity of persons to the communities and organizations that improve their lives.				
Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with constituencies.				

Competency 8. Intervene with Groups, Organizations, and Communities

Advanced multicultural macro practice social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse groups, organizations, and communities. These social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including groups, organizations, and communities. Advanced multicultural macro practice social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with various constituencies. Advanced multicultural macro practice social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve constituency goals. Advanced multicultural macro practice social workers value the importance of inter- professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter- professional, and inter-organizational collaboration.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Lead efforts, with specific steps, to impact organizational goals.				
Use collaboration skills to implement interventions that enhance organizational and community capacities.				
Use client strengths in developing organizational change efforts.				
Use cultural sensitivity in macro practice interventions.				
Select appropriate intervention strategies with organizations or communities, using participatory methods as appropriate for advanced macro practice.				

Competency 9. Evaluate Practice with Groups, Organizations, and Communities

Advanced multicultural macro practice social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse groups, organizations, and communities. Advanced multicultural macro practice social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Advanced multicultural macro practice social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Advanced multicultural macro practice social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

Practice Behavior	Agency Task/Activity	Evidence	Evaluation	
			Midterm	Final
Critically analyze, monitor, and evaluate advanced macro practice intervention strategies and interventions.				
Disseminate both positive and ineffective outcomes of evidence- informed interventions to help understand when and why interventions hinder or improve human wellbeing.				
Use appropriate skills when working with team members, including respectful interaction and observation of appropriate boundaries.				
Use advanced oral and written communication skills upon project completion.				

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