

Colorado State University

School of Social Work

SOWK 488 BSW FIELD PLACEMENT

LEARNING PLAN

Before completing this form, please refer to the SOWK 488 learning plan instructions.

Check one: ☒

Concurrent Placement (2-semester)

OR

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Block Placement (1-semester)

Student: McKenzie Broekstra Semester / Year: Fall 2017

Agency: Halcyon Hospice and Palliative Care Phone: 303-329-0870

BSW/MSW Field Instructor: Bob Davidson Email: bdavidson@myhalcyon.org Phone: 970-222-2390

On-site Supervisor: _____ Email: _____ Phone: _____

Field Liaison: _____ Email: _____ Phone: _____

Date Completed 9/14/2017 The learning plan is a “working document” and may be updated or revised during the field placement.

Signatures:

DocuSigned by:

Bob Davidson

9/15/2017

9/18/2017

BSW/MSW Field Instructor

Date

On-site Supervisor (if applicable)

Date

DocuSigned by:

McKenzie Broekstra

9/14/2017

Student

Date

Field Liaison

Date

ST/1/2014

Generalist Foundation Competencies and Practice Behaviors

Competency 1: Identify as a professional social worker and conduct oneself accordingly.

Social workers serve as representatives of the profession, its mission, and its values. They know the profession's history. Social workers commit themselves to the profession's enhancement and to their own professional conduct and growth.

Practice Behaviors	Learning Experiences
<ul style="list-style-type: none"> a. Advocate for client access to services of social work; b. Practice personal reflection and self correction to assure continual professional development; c. Attend to professional roles and boundaries; d. Demonstrate professional demeanor in behavior, appearance, and communication; e. Engage in career-long learning; and f. Use supervision and consultation. 	<ul style="list-style-type: none"> a. Have scheduled time with clients to ensure adequate access and opportunity to hospice services and resources. b. Plan accordingly for self-reflection at the end of each day to review and improve professional experience. c. Have set boundaries between professional and personal life. Acting professionally in my role as an intern to seek out learning opportunities. This includes helping when needed in new unknown areas, and seeking means for educational growth. d. Have acted professionally through means of reliability, appearance, timeliness, time management, behavior, demeanor, and communication. Always seeking to improve and learn in all areas. e. Have been working one-on-one with clients as well as shadowing coworkers to grow in my abilities as a hospice social worker. f. Have been shadowing multitudes of professions and disciplines within agency to grasp the full picture of hospice care and improve role as a professional. Including Certified Nursing Assistant, Admissions, Care Coordinator, M.S.W., L.C.S.W., Chaplain, and Registered Nurse Case Manager. Seeking out critic and correction during learning process to enhance skills and abilities to care for patients.

Competency 2: Apply social work ethical principles to guide professional practice.

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision-making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant laws.

Practice Behaviors	Learning Experiences
<ul style="list-style-type: none"> a. Recognize and manage personal values in a way that allows professional values to guide practice; b. Make ethical decisions by apply standards of the NASW Code of Ethics and, as applicable, of the IFSW/IASSW Ethics in Social Work, Statement of Principles; c. Tolerate ambiguity in resolving ethical conflicts; and apply strategies of ethical reasoning to arrive at principled decisions. 	<ul style="list-style-type: none"> a. Work diligently to implement personal values in congruence with Halcyon's core values of Authenticity, Servant Leadership, Fluid Chaos, Lateral Identity, Trust, Empowerment, Untraditional, Vivovators (vision, creative, innovative), Community, Vulnerable, and Spiritual. b. Use NASW code of ethics as a guide to follow when making decisions on patients. c. Evaluate NASW code of ethics and adjust accordingly to each situation. <p>Allow personal boundaries to not effect ethical decisions and be open to Interdisciplinary Team meetings to better care for patients through an open conversation.</p>

Competency 3: Apply critical thinking to inform and communicate professional judgments.

Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment. The use of critical thinking is augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information.

Practice Behaviors

Learning Experiences

- a. Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom;
- b. Analyze models of assessment, prevention, intervention, and evaluation; and
- c. Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

- a. Consistently asking for reproof and correction alongside seeking out new research-based information to better care for patients.
- b. Assess need and baseline care, distinguish prevention techniques, seek intervention with care team to implement care plan, and evaluate progress or decline of patient. Actively communicate with individuals, families, groups, communities and colleagues through means of email, face-to-face conversation, and phone calls to best assess each situation.

Competency 4: Engage diversity and difference in practice.

Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate 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.

Practice Behaviors

Learning Experiences

- a. Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;
- b. Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;
- c. Recognize and communicate their understanding of the importance of difference in shaping life experiences; and
- d. View themselves as learners and engage those with whom they work as informants.

- a. Actively grow to assess situations in agency to stomp out micro-aggressions.
- b. Actively become aware of personal biases and encourage learning experiences which influence minimization of biases.
- c. Encourage understanding that "every person is different" and therefore, "everyone's care is different". Encourage diversity within learning experience and how it will aid to be more competent in my career as a social worker.

Competency 5: Advance human rights and social and economic justice.

Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, and adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice.

Practice Behaviors

- a. Advocate for human rights and social and economic justice; and
- b. Engage in practices that advance social and economic justice.

Learning Experiences

- a. Use understanding of cultural sensitivity to act accordingly to forms of oppression and discrimination and to advocate for clients in a proper way.
- b. Participates when needed in the progress of increased human rights for all, including advocating for individuals who want to partake in MAID that they have the right to do what they want.
Engage and further learn proper social work practice to advance social and economic justice.

Competency 6: Engage in research-informed practice and practice-informed research.

Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge.

Practice Behaviors

- a. Use practice experience to inform scientific enquiry; and
- b. Use research evidence to inform practice.

Learning Experiences

- a. Continue to log the field experience to research behaviors and tasks that improve level of care for patients or care givers.
- b. Research to better improve care for patients and caregivers. Ex. Research better forms of communication for non-communicative patients.

Competency 7: Apply knowledge of human behavior and the social environment.

Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development.

Practice Behaviors

- a. Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and
- b. Critique and apply knowledge to understand person and environment.

Learning Experiences

- a. Learn how to apply theory to practice as a hospice social worker. To assess the needs of patient and caregiver. To intervene and advocate for clients and caregivers needs and research resources to best care for them. To evaluate the process in which was taken.
- b. Apply knowledge of person and behavior in the environment to grasp the rhyme and reason for interventions.

Competency 8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

Social workers understand that policy affects service delivery, and they actively engage in policy practice. Social workers know 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.

Practice Behaviors

- a. Analyze, formulate, and advocate for policies that advance social well-being; and
- b. Collaborate with colleagues and clients for effective policy action.

Learning Experiences

- a. Assess the impact of agency, local, state, and nationwide policies in which effect regulations that are in place as well as effects on patients and caregivers.
- b. Partake in interdisciplinary team to collaborate with colleagues on how to implement policy changes in a fluid manor. To have a wide variety of voices to encumber a range of ideas of implementation.

Competency 9: Respond to contexts that shape practice.

Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively.

Practice Behaviors

Learning Experiences

- a. Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services; and
- b. Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

- a. To recognize and assess accordingly to social, cultural, economic and technological changes to keep progress movement throughout agency to better aid in care for clients.
- b. To take on a social work role while maintaining student status to bring in new ideas and work diligently to improve services.

Competency 10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.

Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.

Practice Behaviors

a. Engagement

- i. Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities;
- ii. Use empathy and other interpersonal skills; and
- iii. Develop a mutually agreed-on focus of work and desired outcomes.

Learning Experiences

- I. Relay information retained in classes as well as from colleagues to best understand working with individuals, families, groups, organizations and communities.
- II. Empathizes, and is compassionate to clients and caregivers along with colleagues.
- III. Develops an idea of desired outcomes; however, can be ready and informed for multitudes of outcomes.

b. Assessment and Planning**Learning Experiences**

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| <ul style="list-style-type: none"> i. Collect, organize, and interpret client data; ii. Assess client strengths and limitations; iii. Develop mutually agreed-on intervention goals and objectives; and iv. Select appropriate intervention strategies. | <ul style="list-style-type: none"> I. Use research and analysis from previous interventions to understand micro, mezzo and macro levels of planning. II. Assess client strengths and limitations emotionally, physical and mentally. III. Walk through possible interventions and goals with client, caregiver and colleagues. IV. Uses appropriate intervention strategies and communicates with colleagues for insight into interventions that have best worked for them. |
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c. Intervention**Learning Experiences**

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| <ul style="list-style-type: none"> i. Initiate actions to achieve organizational goals; ii. Implement prevention interventions that enhance client capacities; iii. Help clients resolve problems; iv. Negotiate, mediate, and advocate for clients; v. Facilitate transitions and endings. | <ul style="list-style-type: none"> I. Work diligently to keep order and organization to best make use of time. II. Partake in interventions with colleagues to best care for clients and the prevention of further interventions. III. Meet with clients on a monthly or on as-needed basis to ensure problems are resolved to best of team's ability. IV. Partake in care conferences to negotiate, mediate and advocate for clients' needs along with interdisciplinary team. V. Ensure transitions of actively dying or transition to palliative care is smooth while keeping up with facility and professional relationships. |
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d. Evaluation**Learning Experiences**

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| <ul style="list-style-type: none"> i. Social Workers critically analyze, monitor, and evaluate interventions. | <ul style="list-style-type: none"> I. Analyze, monitor and evaluate interventions to better help clients in the future. |
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