



**Department of Psychology, Sociology, and Social Work  
Angelo State University**

**Social Work Program  
PROFESSIONAL DEVELOPMENT PLAN  
(Learning Contract)**

Attach your Job Description for Placement. Utilize your Job Description to assist you in developing activities to meet your learning objectives. Be as specific as possible.

**LEARNING COMPETENCIES**

As an undergraduate generalist social work student, your learning goals should reflect efforts to demonstrate skills in all areas of competencies as stated by the Counsel on Social Work Education (CSWE) and the Social Work Program at Angelo State University. These learning goals will become the basis for evaluating your accomplishments and performance during your Field Education.

**Learning Competency 1: Identify as a professional social worker and conduct one's self accordingly.** LIST: Social work assignments and activities through which student will achieve objective.

- Advocates for client access to the services of social work.
- Practices personal reflection and self-correction to assure continual professional development.
- Attends to professional roles and boundaries.
- Demonstrates professional demeanor in behavior, appearance, and communication.
- Engages in career-long (Field Education-long) learning.
- Uses supervision and consultation.

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**Learning Competency 2: Apply social work ethical principles to guide professional practice.** LIST:  
Social work assignments and activities through which student will achieve objective.

- Recognizes and manages personal values in a way that allows professional values to guide practice.
- Makes ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles.
- Tolerates ambiguity in resolving ethical conflicts.
- Applies strategies of ethical reasoning to arrive at principled decisions.

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**Learning Competency 3: Apply critical thinking to inform and communicate professional judgments.** LIST: Social work assignments and activities through which student will achieve objective.

- Distinguishes, appraises, and integrates multiple sources of knowledge, including research-based knowledge, and practice wisdom.
- Analyzes models of assessment, prevention, intervention, and evaluation.
- Demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

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**Learning Competency 4: Engage diversity and difference in practice.** LIST: Social work assignments and activities through which student will achieve objective.

- Recognizes the extent to which a culture’s structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.
- Gains sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups.
- Recognizes and communicates their understanding of the importance of difference in shaping life experiences.
- Views themselves as learners and engage those with whom they work as informants.

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**Learning Competency 5: Advance human rights and social and economic justice.** LIST: Social work assignments and activities through which student will achieve objective.

- Understands the forms and mechanisms of oppression and discrimination.
- Advocates for human rights and social and economic justice.
- Engages in practices that advance social and economic justice.

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

LIST: Social work assignments and activities through which student will achieve objective.

- Use practice experience to inform scientific inquiry.
- Uses research evidence to inform practice (learning).

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

Social work assignments and activities through which student will achieve objective.

- Utilizes conceptual frameworks to guide the processes of assessment, intervention, and Evaluation.
- Critiques and applies knowledge to understand person and environment.

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**Learning Competency 8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.** LIST: Social work assignments and activities through which student will achieve objective.

- Analyzes, formulates, and advocates for policies that advance social well-being.
- Collaborates with colleagues and clients for effective policy action.

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**Learning Competency 9: Respond to contexts that shape practice.** LIST: Social work assignments and activities through which student will achieve objective.

- Continuously discovers, appraises, and attends to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.
- Provides leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.

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**Learning Competency 10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.** LIST: Social work assignments and activities through which student will achieve objective.

**Educational Policy 2.1.10(a)—Engagement**

- Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.
- Uses empathy and other interpersonal skills.
- Develops a mutually agreed-on focus of work and desired outcomes.

**Educational Policy 2.1.10(b)—Assessment**

- Collects, organizes, and interprets client data.
- Assess client strengths and limitations.
- Develops mutually agreed-on intervention goals and objectives.
- Selects appropriate intervention strategies.

**Educational Policy 2.1.10(c)—Intervention**

- Initiates actions to achieve organizational goals.
- Implements prevention interventions that enhance client capacities.
- Helps clients resolve problems.
- Negotiates, mediates, and advocates for clients.
- Facilitates transitions and endings.

**Educational Policy 2.1.10(d)—Evaluation**

- Social workers critically analyze, monitor, and evaluate interventions.

