DP Contract Training Handout Examples: Work Plans

Educational Plan
Competency Area, Practice Behaviors & Practice Tasks
Work Plans: Specific Practicum Activities & Assignments

**A SUPERVISION:** Exhibit personal responsibility for effective use of supervision and consultation; develop a practice of soliciting, receiving, accepting and utilizing constructive guidance and feedback to improve practice; incorporate supervision into a developmental progression towards autonomous social work practice.

**Practice Tasks**

1. Utilize supervision for feedback and ongoing development of the field education contract.
2. Prepare for supervision with questions, cases, concerns and issues to analyze, critique, and discuss.
3. Use supervision to explore and integrate differential use of self in professional relationships.
4. Use supervision to integrate classroom learning in the practice setting.
5. Actively seek out and utilize supervisory feedback to evaluate and improve practice.

**Plan for Supervision:**
The student will meet weekly with the Field Instructor to discuss their work at the agency; refine understanding of agency mission in relation to serving clients; initiate and receive feedback; integrate coursework to practice; and confirm intervention plans, as well as ethical dilemmas. The student is also expected to utilize practice advise and supervision from all agency professionals and staff in day to day interactions.

**Revisions**

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**B PROFESSIONAL BEHAVIOR:** Exhibit personal responsibility for professional behavior.

**Practice Tasks**

School required professional behavior standards are set forth in the *Anne & Henry Zarrow School of Social Work Academic and Professional Behavior Policy*. This policy can be found in the *Master of Social Work Handbook* and in the *Field Practicum Manual*, both of which are located on the school website: www.ou.edu/socialwork

**Work Plan:**
1. Student will abide by the NASW Code of Ethics to ensure that she is exhibiting professional behavior in working with clients, colleagues, supervisors, and within the community; and attend the Code of Ethics Conference.
2. Student will read the agency policy and procedures to ensure that agency rules of professional conduct are being met.
3. Student will present self in a professional manner such as: dress and appropriate communication with others verbally or written, and arrive to site on time.
4. Student will use cell phone when related to job duties only or on a designated personal break.
5. Student will maintain timely and accurate required weekly documentation.
6. Student will read the Student Performance Policy as outlined by the OU School of Social Work.

**Revisions**

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C VALUES AND ETHICS: Apply social work values and ethical standards to social work practice.

Practice Tasks

1. Articulate how the values embraced by the social work profession guide work with vulnerable and/or oppressed client populations at the practicum site.
2. Identify personal values as they reflect or conflict with the values of the profession, i.e. respect for the strengths, dignity and worth of every individual; non-judgmental attitude; the right to self-determination; the right to a just share of society’s resources, etc.
3. Recognize, resolve, or manage personal values in ways that allow professional values and ethics to guide practice.
4. Demonstrate the ability to understand and articulate the differences between personal, professional and organizational values and points of view.
5. Articulate with field instructor how to remain appropriately and effectively involved in the delivery of services when not approving of the client’s behavior or choices.
6. Recognize ethical dilemmas when they occur in practice.

Work Plan:
The student will review and abide by the NASW Code of Ethics, and will refer to these professional guidelines during supervision. The student will regularly seek supervision on any ethical dilemmas or concerns. She will utilize supervision to recognize any personal values that may cause interpersonal or agency conflict and discuss with supervisor any personal biases that may arise from not approving of a client’s behavior or choices. She will review agency policy on professional behavior.

Revisions

D PROFESSIONAL IDENTITY: Identify as a professional social worker in the practice setting and ensure client access to all social work services.

Practice Tasks

1. Distinguish the social work perspective from the perspectives of other professional approaches.
2. Describe the social worker’s scope of professional responsibility and authority at the practicum site.
3. Discuss with field instructor any personal challenges or concerns with assuming this level of responsibility and authority.
4. Demonstrate professional roles and context-appropriate professional boundaries with clients, colleagues, and other service providers.
5. Demonstrate familiarity with clients’/target population’s needs and concerns related to receiving services.
6. Advocate for client access to applicable support and social work services.

Work Plan:
The student will understand the role of the social worker in relation to other professionals within the hospital; provide examples of the roles a social worker engages with the patient; define the responsibility of the social worker within this setting; and describe how the hospital social worker interacts with other services in the community. The student will maintain membership with NASW and attend opportunities as available.

Revisions