

**FOUNDATION**  
**Individualized Field Education Plan (IFEP)**  
**Competencies and Practice Behaviors**

**COMPETENCY ONE—DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR**

**PRACTICE BEHAVIOR ONE: APPROPRIATE USE OF SELF**

Use reflection and personal boundaries to manage personal values and maintain professionalism in practice and agency situations. *(E1; E2; E3)*

**PRACTICE BEHAVIOR TWO: PROFESSIONAL BEHAVIOR**

Demonstrate professional demeanor and expression in behavior and practice, to include: working knowledge of agency, professional appearance, and oral, written, and electronic communication. *(E1; E2; E3)*

**PRACTICE BEHAVIOR THREE: USE OF SUPERVISION**

Use supervision and consultation to guide professional judgment and behavior. *(E1; E2; E3)*

**PRACTICE BEHAVIOR FOUR: APPLICATION OF SOCIAL WORK ETHICS**

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 context. *(E2; E3)*

**PRACTICE BEHAVIOR FIVE: DEMONSTRATE USE OF TECHNOLOGY**

Use technology ethically and appropriately to facilitate practice outcomes. *(E2; E3)*

**COMPETENCY TWO—ENGAGING DIVERSITY AND DIFFERENCE IN PRACTICE**

**PRACTICE BEHAVIOR ONE: ASSUME THE ROLE OF A LEARNER**

Present themselves as learners and engage clients and constituents as experts of their own experiences. *(E1; E2; E3)*

**PRACTICE BEHAVIOR TWO: SELF-AWARENESS AND PERSONAL BOUNDARIES**

Apply self-awareness and personal boundaries to manage the influence of personal biases and values in working with diverse clients and constituents. *(E1; E2; E3)*

**PRACTICE BEHAVIOR THREE: AWARENESS OF AND RESPECT FOR DIFFERENCE**

Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels. *(E2; E3)*

### **COMPETENCY THREE—ADVANCE HUMAN RIGHTS AND SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE**

#### **PRACTICE BEHAVIOR ONE: ADVOCATE FOR HUMAN RIGHTS**

Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels. (E2; E3)

#### **PRACTICE BEHAVIOR TWO: PROMOTE JUSTICE THROUGH PRACTICE**

Engage in practices that advance social, economic, and environmental justice. (E2; E3)

### **COMPETENCY FOUR—ENGAGE IN PRACTICE-INFORMED RESEARCH AND RESEARCH-INFORMED PRACTICE**

#### **PRACTICE BEHAVIOR ONE: APPLY PRACTICE EXPERIENCE AND THEORY IN RESEARCH**

Increase familiarity with research and best practices; Use practice experience and theory to inform scientific inquiry and research. (E2; E3)

#### **PRACTICE BEHAVIOR TWO: CRITICALLY ANALYZE RESEARCH**

Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings. (E3)

#### **PRACTICE BEHAVIOR THREE: USE OF RESEARCH EVIDENCE**

Use and translate research evidence to inform and improve practice, policy, and service delivery. (E3)

### **COMPETENCY FIVE —ENGAGE IN POLICY PRACTICE**

#### **PRACTICE BEHAVIOR ONE: IDENTIFY POLICIES IMPACTING CLIENTS**

Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. (E2; E3)

#### **PRACTICE BEHAVIOR TWO: ANALYZE IMPACT OF POLICIES ON CLIENTS**

Assess how social welfare and economic policies impact the delivery of and access to social services. (E2; E3)

#### **PRACTICE BEHAVIOR THREE: DEVELOP AND ADVOCATE FOR POLICIES**

Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. (E3)

### **COMPETENCY SIX—ENGAGE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES**

#### **PRACTICE BEHAVIOR ONE: ENGAGE DIVERSE CLIENTS**

Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies. *(E1; E2; E3)*

**PRACTICE BEHAVIOR TWO: INTEGRATION OF SOCIAL WORK PERSPECTIVE**

Integrate classroom learning with field practice: apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. *(E2; E3)*

**COMPETENCY SEVEN—ASSESS INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES**

**PRACTICE BEHAVIOR ONE: CRITICALLY ANALYZE DATA**

Collect and organize data, and apply critical thinking to interpret information from clients and constituencies (independently, observed, or with supervised guidance). *(E2; E3)*

**PRACTICE BEHAVIOR TWO: ANALYZE DATA THROUGH SOCIAL WORK LENS**

Apply knowledge of human behavior and social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies (independently, observed, or with supervised guidance). *(E2; E3)*

**PRACTICE BEHAVIOR THREE: COLLABORATE WITH CLIENTS**

Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies. *(E2; E3)*

**PRACTICE BEHAVIOR FOUR: DEVELOP INTERVENTION SKILLS**

Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. *(E2; E3)*

**COMPETENCY EIGHT—INTERVENE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES**

**PRACTICE BEHAVIOR ONE: IMPLEMENT APPROPRIATE INTERVENTIONS**

Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies. *(E2; E3)*

**PRACTICE BEHAVIOR TWO: APPLY SOCIAL WORK CONCEPTS TO INTERVENTIONS**

Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies. *(E2; E3)*

**PRACTICE BEHAVIOR THREE: PROFESSIONAL COLLABORATION**

Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes. (E2; E3)

**PRACTICE BEHAVIOR FOUR: CLIENT ADVOCACY**

Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies. (E2; E3)

**PRACTICE BEHAVIOR FIVE: TRANSITION AND TERMINATION SKILLS**

Facilitate effective transitions and endings that advance mutually agreed-on goals. (E2; E3)

**COMPETENCY NINE—EVALUATE PRACTICE WITH INDIVIDUALS, FAMILIES, ORGANIZATIONS, AND COMMUNITIES**

**PRACTICE BEHAVIOR ONE: DEVELOP EVALUATION OF OUTCOMES**

Select and use appropriate methods for evaluation of outcomes such as receiving and integrating feedback, performing ongoing self-evaluation, utilizing agency outcome measures, and seeing how own practice fits into agency. (E2; E3)

**PRACTICE BEHAVIOR TWO: INCLUDE SOCIAL WORK VALUES IN EVALUATION**

Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. (E2; E3)

**PRACTICE BEHAVIOR THREE: EVALUATE INTERVENTION**

Critically analyze, monitor, and evaluate intervention and program processes and outcomes. (E3)

**PRACTICE BEHAVIOR FOUR: USE OF EVALUATION FINDINGS**

Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. (E3)