



## **Field Education**

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## **AGENCY FIELD SITE REQUIREMENTS**

- **Allow for minimum of one hour weekly supervision of student by a staff member who is qualified as an FAU field educator.**
- Provide micro (individual), mezzo (group/families) and macro (community) learning experiences.
- Allow BSW or MSW staff to attend 16-hour Field Educator training if not already completed.
- Able to support social work education with resources, office space, supplies, and technical support.
- Provide appropriate social work activities at the micro, mezzo and macro levels.
- Adhere to the NASW Code of Ethics.
- Serve a diverse client population representative of South Florida.
- Reimburse students for mileage incurred on agency business.
- Maintain a policy of nondiscrimination in employment and service provision and a sexual harassment policy.
- Provide the student with an orientation to agency including safety, sexual harassment policies, incident reporting procedures, expectations for student ethical behavior and termination policies.
- Participate in Student Success Conferences, if held.

## **FIELD EDUCATOR REQUIREMENTS**

- BSW field educators must have an earned BSW degree from an accredited School of Social Work and a minimum of 2 years post bachelor's social work experience and can supervise BSW students only.
- MSW field educators must have an earned MSW degree from an accredited School of Social Work and a minimum of two years post master's experience and can supervise both BSW and MSW students.
- BSW & MSW field educators must attend a required 16-hour Field Educator Training at FAU unless they have had the approved Field Educator Training at another university in Florida.
- All students must attend an integrative field seminar concurrent with their field internship.

- Site visits by FAU social work faculty/representative will occur at least once per placement, or more if needed. The student, faculty representative and field educator will review the student's progress and needs.

### **BSW**

- BSW students complete a block field placement in their final semester of school. They report to the agency between 27 and 33 hours per week for a total of 400 hours minimum. Placements can be in any semester.
- BSW field placements allow students to apply their generalist social work practice skills learned in the classroom in work with clients under the supervision of a trained Field Educator.
- BSW students are ready for learning experiences on how to complete assessments, develop treatment plans, provide case management, advocate for clients, and facilitate groups.
- Students can extend their placement into a second semester in order to complete their 400 hours. A plan is made and students must complete a minimum of 16 hours per week.

### **MSW FOUNDATION**

- MSW foundation students complete their field placement concurrent with their coursework in the fall and spring semesters.
- MSW foundation students complete a total of 400 hours completed in the fall and spring semesters. They report to their field placement 16 hours per week.
- MSW foundation students have an earned Bachelors Degree but may be new to Social Work.
- MSW foundation students are ready to participate in learning experiences that will allow them to do: intake and referral, assessments, treatment plans, case management, supportive counseling to individuals and families.
- Foundation students are **required** to have a group experience during their second (spring) semester.

### **MSW CLINICAL CONCENTRATION**

- MSW concentration students complete a total of 600 hours of field placement over the fall and spring semesters. They report to their field placement 20 hours per week.
- MSW concentration students complete a clinical placement.
- MSW concentration students are ready to apply their advanced clinical social work practice skills with individuals, families, groups and communities.

- Extended options: some students begin their field placement during the summer semester and continue through the fall and spring to complete the required 600 hours. These students report to their field placement at least 16 hours per week.

### **MSW ADVANCED STANDING**

- MSW advanced standing students have an earned BSW degree. They complete one clinical field placement.
- Advanced standing student complete the same hours and have the same options as the MSW Clinical Concentration noted above.

## **Competencies and Practice Behaviors**

The Council on Social Work Education's Educational Policy and Accreditation Standards (2008) identify 10 core competencies for social work programs. The following 10 core competencies identify specific practice behaviors related to each competency. Upon successful completion of a student's internship, students will be able to demonstrate these competencies and practice behaviors.

PB stands for "practice behavior" and refers to one of the 42 practice behaviors listed in the core social work competencies identified by the Council on Social Work Education. In order to ensure that students are able to develop and demonstrate these competencies, each practice behavior is incorporated into course content, assignments, tests, class activities, and evaluation. CB refers to one of the 20 concentration practice behaviors developed by the FAU School of Social Work.

### **BSW and MSW Foundation**

1. Identify as a professional social worker and conduct oneself accordingly.
  - Advocate for client access to the services of social work (PB 1a).1
  - Demonstrate personal reflection and self-correction to assure continual professional growth (PB 1b).
  - Function within clearly defined professional roles and boundaries (PB 1c)
  - Demonstrate professional demeanor in behavior, appearance, and communication (PB 1d).
  - Engage in professional development opportunities that set the stage for career-long learning, e.g., agency seminars, professional conferences, workshops, online courses (PB 1e).
  - Use supervision and consultation (PB 1f).
  
2. Apply social work ethical principles to guide professional practice.
  - Recognize and manage personal values in a way that allows professional values to guide practice. (PB 2a).
  - Make ethical decisions by applying the NASW Code of Ethics, and as applicable, the IFSW/IASSW Ethics in Social Work, Statement of Principles (PB 2b).
  - Tolerate ambiguity in resolving ethical conflicts (PB 2c).
  - Apply strategies of ethical reasoning to arrive at principled decisions (PB 2d).

3. Apply critical thinking to inform and communicate professional judgments.
  - Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge and practice wisdom (PB 3a).
  - Critically analyze models of assessment, prevention, intervention, and evaluation (PB 3b).
  - Demonstrate effective oral and written communication in working with individuals (PB 3c).
4. Engage diversity and difference in practice.
  - Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power (PB 4a).
  - Gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups (PB 4b).
  - Recognize and communicate their understanding of the importance of difference in shaping life experiences (PB 4c).
  - View themselves as learners and engage those with whom they work as informants (PB 4d).
5. Advance human rights and social and economic justice.
  - Understand the forms and mechanisms of oppression and discrimination (PB 5a).
  - Advocate for human rights and social and economic justice (PB 5b).
  - Engage in practices that advance social and economic justice (PB 5c).
6. Engage in research-informed practice and practice-informed research.
  - Use practice experience to inform scientific inquiry (PB 6a).
  - Use research evidence to inform practice (PB 6b).
7. Apply knowledge of human behavior and the social environment.
  - Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation (PB 7a).
  - Critique and apply knowledge to understand person and environment (PB 7b).
8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services.
  - Analyze, formulate, and advocate for policies that advance social well-being (for clients and community) (PB 8a).
  - Collaborate with colleagues and clients for effective policy action (for clients and community) (PB 8b).

9. Respond to contexts that shape practice.

- Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services (PB 9a).
- Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services (PB 9b).

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

- Engagement: Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities (PB 10a).
- Engagement: Use empathy and other interpersonal skills (PB 10b).
- Engagement: Develop a mutually agreed-on focus of work and desired outcomes (PB 10c).
- Assessment: Collect, organize, and interpret client data (PB 10d).
- Assessment: Assess client strengths and limitations (PB 10e).
- Assessment: Develop mutually agreed-on intervention goals and objectives (PB 10f).
- Assessment: Select appropriate intervention strategies (PB 10g)
- Intervention: Initiate actions to achieve organizational goals (PB 10h).
- Intervention: Implement prevention interventions that enhance client capacities (PB 10i)
- Intervention: Help clients resolve problems (PB 10j)
- Intervention: Negotiate, mediate, and advocate for clients (PB 10k).
- Intervention: Facilitate transitions and endings (PB 10l).
- Evaluation: Critically analyze, monitor, and evaluate interventions (PB 10m).

**MSW Concentration Competencies and Concentration Practice Behaviors**

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

- Demonstrate professional use of self with clients (CB 1a).

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

- Apply ethical decision making skills to issues specific to clinical practice (CB 2a).

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

- Critically evaluate theory and evidence-based knowledge when applying it to unique client systems (CP 3a).
4. Engage diversity and difference in practice.
    - Identify and use practitioner/client differences from a strengths perspective (CB 4a).
  5. Advance human rights and social and economic justice.
    - Use knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide treatment planning and intervention (CB 5a).
  6. Engage in research-informed practice and practice-informed research.
    - Use research methodology to evaluate clinical practice effectiveness or outcome (CB 6a).
  7. Apply knowledge of human behavior and the social environment.
    - Synthesize and differentially apply theories of human behavior and the social environment to guide clinical practice (CB 7a).
  8. Engage in policy practice to advance social and economic well-being and to deliver effective social work services.
    - evaluate the impact, intended or unintended, of agency and public policies, on client systems and clinical practice (CB 8a).
  9. Respond to contexts that shape practice.
    - Anticipate and respond to the contextual variables that affect practice, including cultural, technological, geographic, political, legal, economic, and environmental contexts (CB 9a).
  10. Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.
    - Engagement: Develop a culturally responsive therapeutic relationship (CB 10a).
    - Engagement: Attend to the interpersonal dynamics and contextual variables that both strengthen and potentially threaten the therapeutic relationship (CB 10b).
    - Engagement: Establish a relationally based process that encourages clients to be more equal participants in the establishment of treatment goals and expected outcomes (PB 10c).

- Assessment: Use multidimensional, evidence-based, biopsychosocial-spiritual assessment tools (CB 10d).
- Assessment: Assess client's readiness for change (CB 10e).
- Assessment: Assess client's coping strategies to reinforce and improve adaptation to life situations, circumstances, and events. (CB 10f).
- Assessment: Select and modify appropriate intervention strategies based on continuous clinical assessment (CB 10g)
- Assessment: Use differential diagnosis (CB 10h).
- Intervention: Critically evaluate, select, and apply best practices and evidence-based interventions (CB 10i)
- Intervention: collaborate with other professionals to coordinate treatment interventions (PB 10j)
- Evaluation: Use clinical evaluation strategies to assess the effectiveness of their interventions (CB 10m).