

OUTCOME THREE

Practice without discrimination and with respect, knowledge, and skills related to clients' age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, sex, and sexual orientation.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Engages clients, including those distinguished by ethnicity, gender, race, national origin, culture, age, ability, socio-economic, class, religion, and sexual orientation in effective working relationships.
B	Appropriately individualizes client and client issues in a culturally competent manner
C	Demonstrates awareness of the impact of one's own personal style, biases, and reactions upon clients and make adjustments as needed.
D	Advocates to ensure that social services are culturally relevant and appropriate.

OUTCOME FOUR

Understand the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Advocates for and promotes the equal participation of oppressed groups in society.
B	Promotes prevention, normalization, social development, and empowerment.
C	Identifies strategies to address institutional and societal barriers to service delivery.

OUTCOME FIVE

Understand and interpret the history of the social work profession and its contemporary structures and issues.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Applies an understanding of local, national, and global issues to client intervention.
B	Evaluates the agency history and associates the history of social work to the agencies service delivery system.

OUTCOME SIX

Apply the knowledge and skills of generalist social work practice with systems of all sizes.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Clearly and specifically identifies client and worker roles and intervention approaches that will be followed.
B	Mutually involves clients in negotiating contracts that specify goals, tasks, roles, intervention methods, time frames and other relevant factors
C	Demonstrates knowledge of community resources and seeks to expand this knowledge and to engage relevant community resources.
D	Assumes various social work roles (broker, advocate, mediator, counselor, collaborator, researcher, administrator, planner, etc.) according to the needs of the client.

OUTCOME SEVEN

Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families groups, organizations, and communities.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Demonstrates understanding of relevant theories and is able to select them and prepare clients appropriately.
B	Recognizes and focuses on strengths and personal resources as well as dysfunctional patterns.
C	Plans and develops interventions utilizing a variety of evidence based practice models and employing change-oriented strategies which meet client needs.
D	Recognizes manifestation of inadequate motivation and ambivalence and demonstrates skill in enhancing motivation.

OUTCOME EIGHT

Analyze, formulate, and influence social policies.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Articulates the understanding of relevant state and federal policies applicable to the population that is being served.
B	Demonstrates awareness of the impact of social policy on the agency (ie through funding, hiring, services provided, etc).
C	Demonstrates basic knowledge of social policy and service system context in which the agency operates.
D	Demonstrates awareness of how change in social policy effect the client, worker, agency, and community.

OUTCOME NINE

Evaluate research studies, apply research finding to practice, and evaluate their own practice interventions.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Evaluates the effectiveness of interventions employed and makes modifications as needed.
B	Synthesizes and critiques results of research effectively
C	Applies relevant research findings to professional activities.

OUTCOME TEN

Use communication skills differentially across client populations, colleagues, and communities.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Consistently perceives non-verbal cues and skillfully draws out and identifies emotions and hinder the helping process.
B	Responds to client aggressiveness, hostility, or criticism without defensiveness.
C	Maintains focus and continuity with clients within and between meetings.
D	Initiates and develops interpersonal and professional relationships with colleagues and other agency personnel.

OUTCOME ELEVEN

Use supervision and consultation appropriate to social work practice.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Assumes responsibility for bringing to the attention of the field instructor perceived needs and interests, and works collaboratively to enhance one's educational experiences.
B	Makes appropriate use of field instruction on a regular basis to develop knowledge, skills, and values for the optimal benefit of client systems.
C	Under supervision, evaluates practice related to the Laws and Ethics of Social Work
D	Consistently follow through on assignments with appropriate supervisory assistance.

OUTCOME TWELVE

Function within the structure of organizations and service delivery systems and seek necessary organizational change.

OBJECTIVES/INTERVENTIONS/METHODS:

A	Utilizes instruction to appropriately assess current professional skills and identify learning goals and objectives on a micro, mezzo, and macro level of practice.
B	Utilizes instruction to appropriately assess current professional skills and identify learning goals and objectives in the areas of community organization and administrative change.
C	Organizes and develops resources for program development through collaboration, mediation, and/or networking
D	Attends staff meetings and evaluates the function of each provider in the service delivery system.

