

Learning Plan Development Guide

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[Learning Plan Guidelines & Hybrid Learning Activities](#)

Field education programs must ensure that demonstration of social work competencies is through in-person contact, which refers to interpersonal interactions with clients and constituencies, and may include the use of digital technologies (AS 2.2.4, 2015 EPAS Interpretation Guide). The EPAS allow for technology-based social work practice (e.g., telehealth, telework, phone contact with colleagues, clients, and constituents, remote access to platforms and projects, etc.).

***Council on Social Work Education (CSWE) Guidance:** Accreditation Standard (AS) 2.2.4: Current COA interpretation allows “in-person” contact to be accomplished through digital technologies. There is neither a minimum requirement regarding direct client contact hours nor a maximum regarding virtual contact hours.*

a) Developing Your Learning Plan

As students begin developing their Learning Plan for their Foundational or Advanced placements, they are encouraged to use these guidelines to ensure their approach and activities meet field requirements.

All Learning Plan activities must include: 1) the student action, and 2) the way in which action or activity completion will be verified by their field supervisor.

The example below includes both the **action** and the **verification aspect**.

Activity Example: I will **complete research focusing on expanding services to marginalized groups**, such as immigrants and refugees, and **provide a “report out” during a staff meeting** to share my findings.

Learning Plan Guidelines

One (1) activity minimum: For each open practice behavior listed within a competency, students should include a minimum of **one** meaningful activity as well as a method to verify the activity was completed.

1. **Required activities:** The UK CoSW has integrated some required activities into the Learning Plan.
2. **Personalize activities:** Students should develop activities using 1st person language and use “I will” action statements.
3. **Tailor to issue/agency/population:** Activities should be tailored to reflect the placement agency, service arena, and strategies in working with the agency’s target populations. Sample activities and examples from this document may be used to inspire activities. Generic/vague activities should be tailored by the student to their specific placement and goals.
4. **Verification** – Students should include a variety of ways that their completion of learning activities can be verified. Reflecting on the question, “How will my supervisor know that I complete this?” is a good way to determine the verification method for each activity. Students must include this 2nd step that closes the loop on the activity for assessment purposes.

Methods to verify activity completion may include:

- Discussing the activity during supervision
 - Developing and discussing a written document based on conducted research/exploration, such as a report, fact sheet, summary, or proposal.
 - Developing and discussing a written reflection that documents your thoughts and observations, such as a process recording, critical case incident, or competency reflection
 - Attendance and/or participation at a specific event
5. **Evaluation:** Students may consider including a student evaluation activity that expands on their major accomplishments, what worked well during the experience, what could be improved upon, and recommendations for improvements to student and client experiences.

b) Agency-Connected Learning Activity Areas

In support of fulfilling students' field requirements and educational competencies, remote opportunities may be needed throughout the semester to support their in-agency learning.

Field Instructors and Task Supervisors should include off-site field learning activities that students may complete in the event of a temporary field disruption and/or agency closures. The following examples of potential activities should be tailored to student's agency and is not an exhaustive list. Field Instructors and Task Supervisors may develop other activities or trainings in addition to those provided.

Practicum Activity Descriptions: The following descriptions may be helpful in categorizing field hours based on activities. Students should consider the intention when assigning time and not just the nature of the activity. There can multiple ways to identify field work. For example, communicating with an agency stakeholder might fall under client contact or meetings/conferences, depending on context.

- **Client Contact** – (includes micro-mezzo-macro client systems) i.e. phone contact, emails, therapy sessions, in-person, virtual; individuals, groups, organizations, communities, and institutional client systems are included in this category.
- **Supervisory Conferences** – Weekly meetings with Field Instructor, Task Supervisor, other supervision sessions, etc.
- **Orientation or Training** – New student/volunteer orientation, trainings, and ongoing professional development.
- **Meetings/Conferences outside Agency** – Attending or collaborating with external groups and organizations, including community stakeholder groups, task forces, community partner meetings, etc.
- **Observation of Others** – Observing a client session, program meeting, MDT, etc.
- **Paperwork/Documentation** – Creating plans, reviewing/revising manuals, and developing documents; developing Field Learning Plan, assessments, and timesheets; drafting grant proposals, research summaries and internal memos; documenting client case notes, group summaries, etc.
- **Policy/Advocacy Work** – Outreach, education, and Social media; researching policy strategies and solutions; drafting issue briefs, contacting stakeholder groups regarding policy initiatives; actively campaigning; conducting communications for purpose of policy education or activism/advocacy.

- **Evaluation Work** – Reviewing research and program evaluation data; compiling reporting materials; conducting key informant interviews, focus groups, and other forms of quantitative/qualitative research.
- **Seminar Participation** –Completing seminar assignments including discussions, reports, group work, and attendance of live/synchronous sessions. Students may not go over a maximum of 25 hours towards seminar participation in classes with required seminar activities and assessments.
- **Other Hours** – Self-care, related-learning experiences, etc.

c) **Remote Learning Activities by Social Work Competencies**

The following activity examples are organized by the social work competency that each support. The following examples of potential activities should be tailored to student’s agency and are not exclusive to these competency areas. Included are links to supplemental opportunities as it relates to each competency for use when developing the Learning Plan.

Competency 1: Demonstrate Ethical and Professional Behavior

- Appropriate and timely use of email, virtual supervision, and communication during uncertain times
- Develop new workplan, including due dates, for written products to be submitted to the Field Instructor while working remotely
- Select a standard in the NASW Code of Ethics. Reflect in writing on differences or points of tension between the Code and agency policy/procedure and/or services.
- Read literature on the Code of Ethics and write a summary about how it applies to social work practice
- Review an ethics-related case study identified by the Field Instructor/Task Supervisor or Course Instructor, OR reflect on a personal experience regarding ethical dilemma in field and respond in writing to factors that must be considered
- Review history of NASW Code of Ethics. Reflect on its evolution to address gaps. Identify specific areas where gaps remain
- Review an ethical decision-making model (sample: <https://www.naswma.org/page/100/Essential-Steps-for-Ethical-Problem-Solving.htm>) and use this to analyze an ethical dilemma from your agency
- Identify Ted Talks, YouTube videos and podcasts related to social work practice. Write about personal reactions and how your learning applies to agency ethical and professional practice

- Ethics and Boundary Issues –Continuing Education for Social Workers, free: <https://ce4less.com/Profession/Social-Work-Ceus> [3 hours]
- Self-care
- Dangerous Cortisol Levels: How to Reduce Them, <https://heartmdinstitute.com/stress-relief/dangerous-cortisol-levels-how-to-reduce-them/> .
- General Stress Management, <https://www.helpguide.org/articles/stress/stress-management.htm>
- Mindfulness Based Stress Reduction Program, which includes body scans and other relaxation techniques: <https://palousemindfulness.com>
- Body Scan Meditation, <https://www.verywellmind.com/body-scan-meditation-why-and-how-3144782>
- Reduce Tension with Progressive Muscle Relaxation, <https://www.verywellmind.com/reduce-tension-with-progressive-muscle-relaxation-3144608>
- How to Reduce Stress with Breathing Exercises, <https://www.verywellmind.com/how-to-reduce-stress-with-breathing-exercises-3144508>
- Physical Symptoms of Panic Disorder and Anxiety, <https://www.verywellmind.com/physical-symptoms-of-panic-and-anxiety-2584248>
- Technology Safety – Best Practices When Using Mobile Devices for Advocacy (2 hours). <https://www.techsafety.org/resources-agencyuse/mobilecomputing-bestpractices>

Competency 2: Engage Diversity and Difference in Practice

- Utilize self-reflection to think about how personal identities and biases may show up in practice
- Apply a diversity and difference in practice lens through research and writing to current projects
- Read and write a reflection on current literature related to diversity and difference
- Write a reflection looking at how your own intersecting identities impact your work and relationships within the field agency and with client/community groups being served
- Review the NASW Code of Ethics standards related to oppression, discrimination and marginalization and suggest improvements.
- In writing, identify the unique cultural composition of the client population served by the agency. Identify ways in which the agency meets the needs of the client population and identify how this could be improved

- Research, identify, and complete an online training focused on a population served by the agency. Identify how this information could be used to better advocate for the needs of this population in practice
- Identify Ted Talks, YouTube videos and podcasts related to social work practice. Write about personal reactions and how your learning applies to diversity and difference in practice
- Unconscious Bias training – <https://www.grovo.com/addressing-unconscious-bias> and through Microsoft, <https://www.mslearning.microsoft.com/course/72169/launch> . (3 hours)
- Gender Equality and Sexual Diversity training – <https://www.udemy.com/course/gender-equality-and-sexual-diversity/> (5.5 hours)
- LGBTQ Health Education Center Online Training Webinars – free, 50 different trainings, <https://www.hrc.org/hei/the-national-lgbt-health-education-center>. (1 hour each, up to 50)
- Feminism and Social Justice – <https://www.humanrightscareers.com/magazine/course-on-feminism-and-social-justice> [10 hours]

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

- Complete writing assignment about strategies that promote social justice and human rights considering agency mission and practice
- Create list of ways the agency could advocate for social, economic, environmental justice and human rights in the agency's work
- Review advocacy agency website that you would like to learn more about and write a summary of how their work could impact the work completed by your agency
- Research a human rights issue of interest and write a summary how human rights organizations are working to ameliorate the condition
- Identify Ted Talks, YouTube videos and podcasts related to social work practice. Write about personal reactions and how your learning applies to advancing human rights

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

- Research and write evaluation of articles that inform agency's practice
- Continue research pertaining to current projects
- Develop focus group question or survey instruments related to a need in the agency
- Develop research questions that emerge from work with the client system and agency setting. Discuss with Field Instructor and or Course Instructor and identify resources that inform (or answer) the research question.

- The National Collaborating Centre for Methods and Tools – evidence informed decision making in social work practice with certificates, webinars and tutorials, <https://www.nccmt.ca/learningcentre/EN/index.php> [unlimited]
- National Child Abuse and Neglect Data System (OMB #0970-0424) (4 hours) https://www.federalregister.gov/documents/2020/03/17/2020-05500/proposed-information-collection-activity-national-child-abuse-and-neglect-data-system-omb-0970-0424?utm_medium=email&utm_source=govdelivery
- Mentorship in the Context of COVID-19: Why Relationships Matter More Than Ever; A Case Study with EMU (3 hours) https://www.mentorcollective.org/recording-mentorship-in-the-context-of-covid-19?utm_content=85317257&hsenc=p2ANqtz-8n607MSCKUQTbxYK_X5EO1qc164RxQ3k2cX8FZp0C9KfH7b5DRZyngF6FCaAT5Guiry3zS-yLH4NJ7P5q_xDZCJaEvJw&hsmi=85317257

Competency 5: Engage in Policy Practice

- Explore local, state, and federal policies that impact organization and/or the affected community, write summary
- Write a policy brief
- Write a letter to the editor about a policy issue impacting your agency
- Complete an analysis of a political candidate’s plans for policy change
- Read social work voting toolkit (<https://votingissocialwork.org/#>) and develop a plan for implementation within the agency
- Creating Trauma Informed Systems (2 hours) <https://www.nctsn.org/trauma-informed-care/creating-trauma-informed-systems>

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

- Attend virtual meetings or phone consultations
- Reflect in writing about how personal experiences, beliefs and identities impact your relationships in field
- Plan and participate in remote meeting, support group, or other intervention
- Review literature related to culture and cultural humility and write about how it impacts your work in the agency and how services are delivered
- Center for Deployment Psychology webinars – free, <https://deploymentpsych.org/online-training-courses>. [varied hours]
- MACRO SOCIAL WORK CHAT or listen to a #MacroSW Podcast <https://macrosw.com/>, articulate what you did/why you chose this/how it relates to your current field placement and one of your learning goals. [2

hours]

- Telebehavioral Health Training – four modules including cultural considerations, <https://uk.instructure.com/enroll/XD6KJW> . [3 hours]

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

- Research assessment instruments used by agencies who offer similar services
- Create an assessment instrument (survey, focus group questions, interview questions) to better understand community/client needs
- Review case study for strengths, challenges and systemic factors impacting the clients and/or client group
- Society of Clinical Child & Adolescent Psychology – series of trainings on mental health issues with children, including expert keynote speakers: <http://www.effectivechildtherapy.fiu.edu/professionals/keynotes#AnxietyDisorders>. [extensive hours]
- Access to Care for Individuals with Disabilities in Rural Communities, provides seven modules on strategies and resources to support individuals with disabilities. <https://www.ruralhealthinfo.org/toolkits/disabilities>. [4 hours]

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

- Review effectiveness of evidence-based practice models and discuss ways that model could be implemented in field placement agency
- Review case study for strengths, challenges and systemic factors impacting the intervention and implementation of the intervention
- Substance Use Disorder (SUD) Core Curriculum Webinars – 22 different modules, one hour each, <https://pcssnow.org/education-training/sud-core-curriculum/> [up to 22 hours]
- Parent-Child Interaction Therapy (PCIT) – FREE Online Training pcitwebcourse.pcit.ucdavis.edu
- Suicide Prevention in Rural Areas 7 modules https://www.ruralhealthinfo.org/toolkits/suicide?utm_source=racupdate&utm_medium=email&utm_campaign=update091819 . [4 hours]
- Psychological First Aid Training <https://www.coursera.org/learn/psychological-first-aid#about>

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

- Assess agency process for seeking client feedback and make recommendations for improvement

- Review literature on termination of relationships within the workplace setting (with agency staff, community partners, clients, etc.)
- Think about and plan discussions for terminations with task groups, community members/clients, and agency staff considering current circumstances
- In writing, identify the structures in place for evaluating the agency's outcomes. Compare and contrast this evaluation mechanism with structures in place for similar agencies (in other counties, states, countries).
- The Community Tool Box is a free, online resource for those working to build healthier communities and bring about social change, offering over numerous modules on community assessment, planning, intervention, evaluation, advocacy, and other aspects of community practice.
<https://ctb.ku.edu/en/table-of-contents> [up to 30 hours – work with your practicum instructor to determine projects and the number of hours for each]
- Rural Health Toolkit provides 21 different training opportunities on evidence informed practice within rural communities.
<https://www.ruralhealthinfo.org/toolkits> [4 hours] each]

d) Crisis Response Activities

Students may also work with their agencies on COVID-19_19 response policies, procedures, notifications, and outreach and education materials (handouts, PowerPoints, webinars, PSAs, etc.), based on the crisis.

Activities may include:

- Help with public education about staying healthy.
- Connect clients to Medicaid/Medicare or other affordable healthcare plans.
- Propose revisions to agency policies and procedures about safety.
- Contact clients to inform them of any changes to regularly scheduled services.
- Create lists of referrals to other community resources their clients may need.
- Work on projects or plans for future events or initiatives, including supply distribution.
- Engage in virtual professional development to assist them in their agency (webinars, Diagnostic and Statistical Manual-5 review, informational interviews with partner organizations, etc.).
- Craft awareness efforts via placement's social media accounts.
- Compose advocacy writings to elected officials about issues and legislation the agency is connected to/populations they serve.
- Creating fliers about local services for basic needs and support groups.
- Engage in advocacy-related activities intended to support vulnerable and marginalized groups during this health emergency, such as prisoner rights and

- resources for those experiencing homelessness.
- WATCH: [Coronavirus Disease \(COVID-19\) Resources for Older Adults, Family Caregivers and Health Care Providers](#)

e) **Free Online Trainings for Social Work Students**

The following online trainings may be useful as students prepare to work with specific populations and practice areas. Many of these resources have numerous training, certification and education resources, and should be explored for relevance to placement agencies. Students are encouraged to include online and virtual learning opportunities that have specific relevance to their practice arena, target client population, field agency, and substantive areas of professional interest.

Center for Disease Control and Prevention, Injury Prevention and Control: Division of Violence Prevention

1. Connecting the Dots: Introduction to the Links between Multiple Forms of Violence
<https://vetoviolence.cdc.gov/apps/connecting-the-dots/node/4>
2. Preventing Adverse Childhood Experiences:
<https://vetoviolence.cdc.gov/apps/aces-training/#/#top>
3. Principles of Prevention: <https://vetoviolence.cdc.gov/apps/principles-of-prevention/>
4. STRYVE: Striving to Reduce Youth Violence Everywhere:
<https://vetoviolence.cdc.gov/apps/stryve/>
5. Understanding Evidence: <https://vetoviolence.cdc.gov/apps/evidence/>

Center for Financial Social Work

6. Free Resources (Webinars, eBooks, and Videos):
<https://financialsocialwork.com/resources>

Community Development Project

7. Research for Organizing: A Toolkit for Participatory Action Research from the Community Development Project: Webinar Series:
<http://www.researchfororganizing.org/index.php?page=webinar-seres>
8. Darkness to Light: Stewards of Children Sexual Abuse Prevention Online Training (has associated fee) <https://www.d2l.org/education/stewards-of-children/online/>

ESRI Academy (through UNC Libraries)

9. Getting Started with GIS Web Course:
<https://www.esri.com/training/catalog/57630434851d31e02a43ef28/getting-started-with-gis/>

Human Rights Campaign

10. All Children, All Families Webinars: <https://www.hrc.org/resources/all-children-all-families-webinars>

Merlot

11. Access to curated online learning and support materials and content creation tools, led by an international community of educators, learners and researchers. <https://www.merlot.org/merlot/>

National Association of Social Workers (NASW)

12. NASW Members – Social Work Online CE Institute
Many resources available at no charge for current members:
<https://naswinstitute.inreachce.com/>

National Implementation Research Network (NIRN)

13. 2019 Summer Institute on Implementation Science (recorded presentations and handouts) <https://nirn.fpg.unc.edu/resources/2019-summer-institute-implementation-science-materials>

National Neighborhood Indicators Project

14. Webinar Series: <https://www.neighborhoodindicators.org/get-involved/webinars>

NC Area Health Education Centers

15. Opioid Education for Community Health Workers Online Series:
<https://www.aheconnect.com/opioided/default.asp>

NC State Center for Family and Community Engagement

16. A Resource Parent's Guide to Intellectual and

Developmental Disabilities (IDD)

https://www.cface.org/projects/family_engagement/dss/IDDinfo.php

17. Game Building as Engagement:

https://www.cface.org/projects/family_engagement/ds/s/gamebuilding.php

18. Learning to Support, Include, and Empower Lesbian, Gay, Bisexual, Trans*, and Questioning Youth in Substitute Care

https://www.cface.org/projects/family_engagement/dss/lgbtq.php

19. How Loss Impacts Youth in Foster Care: What is our role and responsibility within these relationships?

https://www.cface.org/projects/family_engagement/dss/ALinfo.php

OER Commons (Open Education Resources)

20. OER Professional Learning programs support instructors and curriculum specialists to gain the necessary skills required to find, adapt, and evaluate high quality open materials: <https://www.oercommons.org/>

Prevent Child Abuse NC

21. Recognizing and Responding to Suspicions of Child Maltreatment:

<https://www.preventchildabusenc.org/recognizing-responding-online-course/>

22. What is Prevention? <https://preventchildabusenc-lms.org/>

Suicide Prevention Resource Center

23. CALM: Counseling on Access to Lethal Means: <https://training.sprc.org/>

24. Locating and Understanding Data for Suicide Prevention:

<https://training.sprc.org/enrol/index.php?id=35>

25. A Strategic Planning Approach to Suicide Prevention:

<https://training.sprc.org/enrol/index.php?id=31>

26. Preventing Suicide in Emergency Department Patients:

<https://training.sprc.org/enrol/index.php?id=30>

UC Davis Health: Children's Hospital

27. Parent Child Interaction Therapy (PCIT) Online Training:
<https://pcit.ucdavis.edu/pcit-web-course/>
28. UNC SSW Clinical Lecture Series (livestreaming available):
<https://cls.unc.edu/clinical-lecture-series/>
29. UNC SSW Field Education: Creating Trans Affirming Field Placements:
<https://ssw.unc.edu/sswevents/online/field-edu>
30. UNC SSW Focus on Family and Disability Lecture Series (livestreaming available):<https://cls.unc.edu/family-focus-and-disability-clinical-lecture-series/>

UNC Behavioral Health Springboard:

31. Children and Adolescents Affected by Traumatic Brain Injury (TBI):
<https://bhs.unc.edu/node/248>
32. Fetal Alcohol Spectrum Disorders: <https://bhs.unc.edu/FASD-free>
33. Introduction to the Mental Health Needs of Children and Young People with Intellectual/Developmental Disabilities Web-Based Provider Training Curriculum:
<https://bhs.unc.edu/introduction-mental-health-needs-children-and-young-people-intellectualdevelopmental-disabilities>
34. UPG, M., & Alexander Street (Producers), & . (2016). Overcoming personal biases in social work. [Video/DVD] Alexander Street. Retrieved from <https://video-alexanderstreet-com.wv-o-ursus-proxy02.ursus.maine.edu/watch/overcoming-personal-biases-in-social-work>
35. Alexander Street (Producer), & . (2018). Ethics and values in social work: Client-centered processes for managing ethical concerns. [Video/DVD] Microtraining Associates. Retrieved from <https://video-alexanderstreet-com.wv-o-ursus-proxy02.ursus.maine.edu/watch/ethics-and-values-in-social-work-client-centered-processes-for-managing-ethical-concerns>

US Department of Health and Human Services

36. Improving Cultural Competency for Behavioral Health Professionals (4 courses):
https://thinkculturalhealth.hhs.gov/education/behavioral-health?gclid=CjwKCAjwmKLzBRBeEiwACCVihrCTf-z-ciTbHQqhHxk7U-ZQYs_taiL7OAZOF8mw5X9Yy950CAtmhbhoC368QAvD_BwE

Westfield State University, Interdisciplinary Behavioral Health Collaboration (IBHC) Project

37. Free Online Integrated Behavioral Healthcare Training Modules (16 different modules on a variety of healthcare and specialized population topics):
<http://www.westfield.ma.edu/interdisciplinary-behavioral-health-collaboration/modules>

f) Media Resources with Mental Health & Social Work Relevance

The following films may be useful in gaining perspective around a specific mental health need or diagnosis, as well as understanding the dynamic role the environment plays into social work practice areas. Activities involving films and movies should include some type of reflective learning aspect.

- 28 Days (2000)
- A Beautiful Mind (2001)
- American Sniper (2014)
- August Osage County (2013)
- Black Swan (2010)
- Born on the Fourth of July (1989)
- Boys Don't Cry (1999)
- Fatal Attraction (1987)
- Flight (2012)
- Forrest Gump (1994)
- Girl, Interrupted (1999)
- Happy Valley (2014)
- Leaving Las Vegas (1995)
- Misery (1990)
- Monster (2003)
- One Flew Over the Cuckoo's Nest (1975)
- Rachel Getting Married (2009)
- Rain Man (1988)
- Shutter Island (2010)
- Silver Linings Playbook (2012)
- Sleeping with the Enemy (1991)
- Sophies' Choice (1982)
- Still Alice (2014)
- The Great Gatsby (2013)
- The King's Speech (2010)
- The Other Sister (1999)
- The Remains of the Day (1993)
- The Silence of the Lambs (1991)
- The Wolf of Wall Street (2013)
- Walk the Line (2005)
- Wall Street (1987)
- What about Bob? (1991)

- Ordinary People (1980)
- Precious (2009)
- When a Man Loves a Woman (1994)

** This is not an exhaustive list and many other films documentaries can be utilized in activities.

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g) YouTube Videos

The following YouTube videos were selected for their relevance and connection to social work competencies and should be accompanied by a reflection or dialogue as part of the learning process.

1. Anthony Jack-"Access Isn't Inclusion"
<https://www.youtube.com/watch?v=j7w2Gv7ueOc>
2. Bob Davids-"The Rarest Commodity is Leadership without Ego"
<https://www.youtube.com/watch?v=UQrPVMcgJJk>
3. Charles Smith-"How the U.S. Can Address the Tragedy of Veteran Suicide"
<https://www.youtube.com/watch?v=PLZV9Aj0e1Q>
4. Ibram X. Kendi-"The Difference between Being Not Racist and Antiracist"
<https://www.youtube.com/watch?v=KCxbl5QgFZw>
5. Jame Geathers-"Taking off the Mask of Bipolar: Remove the Stigma from Mental Illness"
<https://www.youtube.com/watch?v=gjVsQH6blsU>
6. James White Sr.-"50 Years of Racism: Why Silence Is Not the Answer"
<https://www.youtube.com/watch?v=r9DDE7NV1Nw>
7. Janet Stovall-"How to Get Serious about Diversity and Inclusion in the Workplace"
<https://www.youtube.com/watch?v=kvdHqS3ryw0>
8. John Nieuwenberg-"The Cultural Taboos of Suicide and Mental Illness"
<https://www.youtube.com/watch?v=STMp6w38k3g>
9. Juliana Mosley-"Cultural Humility"
<https://www.youtube.com/watch?v=Ww ml21L7Ns>

10. Juliette Powell-"It Is About Time We Challenge Our Unconscious Biases"
<https://www.youtube.com/watch?v=thkmVv54e6M>
11. Latanya White-"The Audacity of Privilege"
<https://www.youtube.com/watch?v=YdUObMAXcdU>
12. Lillian Medville-"Your Privilege is Showing"
https://www.youtube.com/watch?v=R4b_ojKx6UI
13. Melanie Funchess-"Implicit Bias: How it Affects Us and How We Push Through"
<https://www.youtube.com/watch?v=Fr8G7MtRNIk>
14. Regina Chow Trammel-"Using Mindfulness to Deal with Everyday Pressures"
<https://www.youtube.com/watch?v=zmEgH6i3HWE>
15. Sara Sanford-"How to Design Gender Bias Out of Your Workplace"
<https://www.youtube.com/watch?v=lfOqyuxb5S0>

h) **Books**

The following books may provide new perspectives and unique opportunities for students to immerse themselves in content and rich understanding in relevant areas. This is not an exhaustive list and all reading activities should be accompanied by further reflection, discussion, and/or connection to a student's practice area, placement agency, or client population. Some book entries include suggestions for reflecting and processing their content. Please check the WVU and/or public library system for availability.

1. ***Ain't I a Woman: Black Women and Feminism*** by bell hooks
A groundbreaking work of feminist history and theory analyzing the complex relations between various forms of oppression. *Ain't I a Woman* examines the impact of sexism on black women during slavery, the historic devaluation of black womanhood, black male sexism, racism within the recent women's movement, and black women's involvement with feminism.
2. ***American Paper Son: A Chinese Immigrant in the Midwest*** by Wayne Hung Wong
A story of one such Chinese immigrant who came to Wichita, Kansas, in 1935 as a thirteen-year-old "paper son" to help his father's restaurant there. This

vivid first-person account addresses significant themes in Asian American history through the lens of Wong's personal stories.

3. **An Unquiet Mind: A Memoir of Moods and Madness** by Kay Redfield Jamison
In her bestselling classic, *An Unquiet Mind*, Kay Redfield Jamison changed the way we think about moods and madness. Dr. Jamison is one of the foremost authorities on manic-depressive (bipolar) illness; she has also experienced it firsthand. For even while she was pursuing her career in academic medicine, Jamison found herself succumbing to the same exhilarating highs and catastrophic depressions that afflicted many of her patients, as her disorder launched her into ruinous spending sprees, episodes of violence, and an attempted suicide. Jamison examines bipolar illness from the dual perspectives of the healer and the healed, revealing both its terrors and the cruel allure that at times prompted her to resist taking medication. *An Unquiet Mind* is a memoir of enormous candor, vividness, and wisdom—a deeply powerful book that has both transformed and saved lives.

4. **A Trick of The Light** by Lois Metzger
Synopsis: This story, narrated through the voice of an eating disorder—anorexia—details the struggles of 14-year-old Mike as he overcomes his insecurities and body image issues.
What Social Workers Can Learn: Delve into the psyche of a teenage boy with anorexia to develop insight on how to combat eating disorders.

5. **Blackout: Remembering the Things I Drank to Forget** by Sarah Hepola
For Sarah, alcohol was the “gasoline of all adventure”. Spending her evenings at cocktail parties and dark bars where she proudly stayed until last call. Drinking felt like freedom, part of her birthright as a strong, enlightened 21st century woman. But there was a price. She often blacked out, waking up with a blank space where four hours should be. A memoir of unblinking honesty and poignant, laugh-out loud humor, *BLACKOUT* is the story of a woman stumbling into a new kind of adventure – the sober life she never wanted. Shining light into her blackouts, she discovers the person she buried, as well as the confidence, intimacy, and creativity she once believed came only from a bottle. Her tale will resonate with anyone who has been forced to reinvent or struggled in the face of necessary change. It's about giving up the thing you cherish most – but getting yourself back in return.

6. **Double Double** By Ken Grimes
Synopsis: A mother and son explore their experiences of alcoholism and recovery together.
What Social Workers Can Learn: Compare mother and son as they confront addiction and define their own terms of success in recovery.

7. **From the Front Lines: Student Cases in Social Work Ethics** By Juliet Cassuto Rothman

Synopsis: Provides students with a decision-making process for ethical issues. "Now a part of the Core Competencies Series, "From the Front Lines: Student Cases in Social Work Ethics," "4/e" helps students develop a method of decision-making while providing examples with a number of case studies. Part One teaches readers the rationale for each part of the decision-making process and the tools needed to address it professionally. Part Two encompasses a thorough presentation and consideration of cases that address ethical dilemmas, issues, and problems which occur in social work practice. This text also encourages students to explore their own values and how they are used in everyday life as well as professionally. Connecting Core Competencies series -- Each chapter highlights the core competencies and practice behavior examples found in the Educational Policy and Accreditation Standards (EPAS) set by the Council on Social Work Education (CSWE). Critical thinking questions throughout reinforces these connections. Learning Goals Upon completing this book, readers will be able to:

Develop a method for decision making for ethical dilemmas, issues, and problems which occur in social work practice. Explore their own values. Relate their decision making to real world examples.

8. **Healing Neen** By Tonier Cain

Synopsis: The transcendent story of Tonier "Neen" Cain's emergence from drug addiction, multiple incarcerations and two decades of homelessness to become a tireless advocate and educator on the devastating impact of childhood abuse . . . and the need to rethink how we treat the shattered adults severely traumatized children become.

9. **I Have the Right To: A High School Survivor's Story of Sexual Assault, Justice and Hope** by Chessy Prout and Jenn Abelson

The numbers are staggering nearly one in five girls ages fourteen to seventeen have been the victim of a sexual assault or attempted sexual assault. This is the true story of one of those girls. In 2014, Chessy Prout was a freshman at St. Paul's School, a prestigious boarding school in New Hampshire, when a senior boy sexually assaulted her as part of a ritualized game of conquest. Chessy bravely reported her assault to the police and testified against her attacker in court. Then, in the face of unexpected backlash from her once-trusted school community, she shed her anonymity to help other survivors find their voice. This memoir is more than an account of a horrific event. It takes a magnifying glass to the institutions that turn a blind eye to such behavior and a society that blames victims rather than perpetrators. Chessy's story offers real, powerful solutions to end rape culture as we know it today. Prepare to be inspired by this

remarkable young woman and her story of survival, advocacy, and hope in the face of unspeakable trauma.

10. *I Hate You. Don't Leave Me: Understanding the Borderline Personality*

By: Jerold J. Kreisman, Hal Straus

People with Borderline Personality Disorder experience such violent and frightening mood swings that they often fear for their sanity. They can be euphoric one moment, despairing and depressed the next. There are an estimated 10 million sufferers of BPD living in America today—each displaying remarkably similar symptoms: a shaky sense of identity; sudden violent outbursts; oversensitivity to real or imagined rejection; brief, turbulent love affairs; frequent periods of intense depression; eating disorders, drug abuse, and other self-destructive tendencies; and an irrational fear of abandonment and an inability to be alone. For years BPD was difficult to describe, diagnose, and treat. But now, for the first time, Dr. Jerold J. Kreisman and health writer Hal Straus offer much-needed professional advice, helping victims and their families to understand and cope with this troubling, shockingly widespread affliction.

11. *Invisible Nations: Homeless Families in America* By Richard Schweid

Every year, more than 2.5 million children are left homeless in the United States and the number of such families continues to rise annually. In every state, children are living in small quarters packed in with relatives-- in cars, in motel rooms, or in emergency shelters. In this vividly written narrative, experienced journalist Richard Schweid takes us on a spirited journey through this "invisible nation," giving us front-row dispatches of suffering families on the edge. Based on in-depth reporting from five major cities, Invisible Nation looks backward at the historical context of family homelessness as well as forward at what needs to be done to alleviate this widespread, although often hidden, poverty. Invisible Nation is a riveting must-read for everyone who cares about inequality, poverty and family life.

12. *It Gets Better: Coming Out, Overcoming Bullying, and Creating a Life Worth*

Living by Dan Savage Synopsis: In response to several highly publicized incidents of LGBT youth being bullied and driven to suicide, Savage began the It Gets Better Project, which began as a series of videos and evolved into a book of essays, written by celebrities and non-celebrities alike, that aims to engage young people who are struggling with their fears and feelings. *What Social Workers Can Learn: Build your capacity to provide hope when hope is scarce, which is applicable to LGBT youth, but also to anyone who is struggling.*

13. *Saving Normal* by Allen Frances

Synopsis: Frances, who has been “credited with spearheading the anti-DSM-5 efforts,” delves further into what he believes to be over-diagnosis and over-medication of the public.

What Social Workers Can Learn: Learn where you stand on the use of diagnoses and prescription medication. Read the scathing critique of DSM-5 and then use your clinical judgment accordingly.

14. **Stir It Up: Lessons in Community Organizing and Advocacy** by Rinku Sen

Synopsis: The author uses her experiences rallying for economic justice with women’s groups to outline priorities and strategies to advance the mission of social change groups.

What Social Workers Can Learn: Learn how to rally for justice and strategize for social change.

15. **The New Jim Crow: Mass Incarceration in the Age of Colorblindness** by Michelle Alexander

Synopsis: Once in a great while a book comes along that changes the way we see the world and helps to fuel a nationwide social movement. The New Jim Crow is such a book. Praised by Harvard Law professor Lani Guinier as “brave and bold,” this book directly challenges the notion that the election of Barack Obama signals a new era of colorblindness. With dazzling candor, legal scholar Michelle Alexander argues that “we have not ended racial caste in America; we have merely redesigned it.” By targeting black men through the War on Drugs and decimating communities of color, the U.S. criminal justice system functions as a contemporary system of racial control—relegating millions to a permanent second-class status—even as it formally adheres to the principle of colorblindness. In the words of Benjamin Todd Jealous, president and CEO of the NAACP, this book is a “call to action.”

Acknowledgement: *Thank you, University of Northern Iowa! This is a guide that MSW student created when she was the Rod Library Youth Collection's GA. It provides lots of resources on children and mental health, with a special focus on materials for a youth audience, including books for a wide range of ages. This guide is intended to provide a comprehensive list of books organized by age level that address topics of mental illness. Some of the books are nonfiction and informational, some have characters that are coping with a mental illness themselves, and others have characters with a family member, friend, or other loved one with a mental illness.*

Field Education Office Sample Learning Plan Activities

The following list includes suggestions for activities that relate to specific competencies. While some activities might reflect multiple competencies, a student cannot list the same activity under multiple competencies on the Learning Plan.

Sample Activities	Foundation	Advanced
1. Demonstrate Ethical & Professional Behavior		
Prepare a presentation to be used as a part of an agency social work training module.	X	X
Review necessary and pertinent agency policies and procedures related to social work role.	X	X
Complete agency-specific orientation activities.	X	X
Review the agency's policy manual, mission statement, funding streams, confidentiality, and documentation requirements.	X	X
Interview a Board member about their role and compare to the agency's documentation regarding Board responsibilities.	X	X
Interview an administrator of the agency.	X	X
Shadow and/or interview other disciplines at your agency (psychiatry, nutrition, case aide, transportation aide, educator, administrator, etc.).	X	X
Spend time in different departments of the agency to gain an understanding of client service.	X	X
Attend staff, team, or other professional meetings.	X	X
Practice at least one self-care activity each week.	X	X
Explore career options in social work.	X	X
Bring an agenda to supervisory meetings.	X	X
Write a group progress note based upon observations.	X	X
Review [##] of case files completed by various social workers.	X	X
Review the process by which someone becomes a client at the agency and explain the process to the field instructor.	X	X
Read about/find ethical dilemmas in studies, or in meetings and daily activities.	X	X
Identify and explain at least two different ethical decision models and discuss/compare/contrast the models and their application(s).		X
Read agency policy on client confidentiality as well as maintain client confidentiality throughout field experience.		X
Discuss each social work ethic core value and what its' application and presentation might look like within this particular agency (in which the student is placed).		X
Gather information about how agency uses social media and social media policies.	X	X
Develop a social media campaign/presence for agency or a specific event.	X	X
Conduct a Personal Social Media & Technology audit.	X	X

	Sample Activities	Foundation	Advanced
2. Engage diversity and difference in practice			
	Attend a diversity training.	X	
	Attend an arts/cultural/community event outside of student's own culture.	X	X
	Interview a social worker who works with a culture different from the student's culture.	X	
	Interview staff member of differing culture than student.	X	X
	Complete a reading (journal, book, news articles) relevant to client or neighborhood culture.	X	X
	Identify and discuss instances when culture and diversity influence the outcomes of practice, policy, and program implementation in context with this current placement agency.		X
	Identify and discuss at least one personal bias (student's) and value that might potentially influence the student's work with any diverse group.	X	X
	Interview a minority client about their experiences as a mental health consumer.	X	X
	Observe agency programs to recognize different populations served and to identify how this observation helps engage diversity in practice.		X
	Research ways in which different cultures may present and experience depression.	X	X
	Attend a community meeting or celebration in the agency's neighborhood.	X	X
	Identify agency practices that promote diversity.		X
	Student located in an urban agency shadow a worker in a rural agency (or vice versa).	X	X
3. Advance Human Rights & Social, Economic, & Environmental Justice			
	Select a social justice issue and research 3 articles.	X	
	Interview/Meet with [##] social workers engaged in human rights work.	X	X
	Shadow a patient rights advocate and write a reflection in their weekly journal.	X	X
	Research a current issue or legislative action that requires advocacy, and organize a letter-writing campaign among your staff, volunteers, etc.	X	
	Discuss a current event that impacts how a specific service is delivered at the agency and identify methods of advocating for the service or impacted population.	X	X
	Identify an outdated policy and advocate for change to better serve client population.	X	X
	Research social justice issues as they relate to _____ [issue] & interventions on the macro level which address these issues.		X
4. Engage in Practice-informed Research & Research-informed Practice			
	Review research and books on a topic relevant to your work.	X	X
	Interview an agency representative to see how client outcomes are assessed and how research is utilized at the agency.	X	X
	Research self-soothing techniques to teach clients.	X	X
	Research poverty statistics, incidences of homelessness, incarceration and other items related to agency work to better understand community and to state need for services.		X
	Identify ways in which evidence-based practice is used in funding and grant writing.		X
5. Engage in Policy Practice			
	Identify government bodies that regulate or fund the agency.	X	X
	Help prep, or interview, staff about the process for accreditation/re-accreditation. (CSWE, JCAHO, etc.)	X	X
	Complete the agency's HIPPA training.	X	X
	Review patient rights policy and write a reflection in weekly journal.	X	X
	Attend a court hearing or legal proceedings.	X	X
	Attend an Area Commission meeting or community meeting in the agency's neighborhood.	X	X
	Attend a Board meeting.	X	X
	Attend meetings of "umbrella" organization or affiliating agency, such as United Way.	X	X

Sample Activities		Foundation	Advanced
5. Engage in Policy Practice (continued)			
	Attend a meeting of the Commonwealth Council on Developmental Disabilities, which occur on a quarterly basis. See: https://ccdd.ky.gov/Pages/index.aspx for more info.	X	X
	Contact the KY Center for Economic Policy and learn about the policy priorities for the upcoming legislative session. https://kypolicy.org/	X	X
	Attend a press conference regarding legislative action on a topic affecting social workers or populations traditionally served by social workers.	X	X
	Shadow advocacy branch of agency to understand policy creation and the critical role of the nonprofit community in shaping it.	X	X
	(If agency bills insurance) Learn how the agency gets staff on insurance panels. (That is, how does credentialing happen?) Assist with process, if possible.		X
	Participate in a pre-audit process. (Ex., pre-insurance, or pre-Medicaid audit, etc.)		X
	Contact NASW-KY and learn about the policy priorities for the upcoming legislative session. https://naswky.socialworkers.org/	X	X
6. Engage with Individuals, Families, Groups, Organizations, & Communities			
	Observe [##] of intake interviews.	X	X
	Gather the “story” of 1-2 clients that have used and/or benefited from the agency’s services.	X	X
	Take intake calls, calls for agency information, or constituent calls.	X	X
	Learn techniques to engage resistant clients.	X	X
	If student is at an “umbrella agency” or advocacy organization: Visit direct service “member” agencies or affiliates to see its operation; meet with a client via that partner agency.	X	X
	If student is at a State agency (ex. KY DCBS): Visit a local agency; meet and interview direct service workers; shadow client interactions; and/or participate in assessments.	X	X
	Call parents to communicate student behaviors, performance (positive and negative), and other program information.	X	X
	Engage tenants through work on the tenant outreach hotline to gather information to improve services.	X	X
7. Assess with Individuals, Families, Groups, Organizations, & Communities			
	Attend at least one board meeting, training or data warehouse meeting to learn about board governance.	X	X
	Assess [##] clients using the 40 Developmental Assets.	X	X
	Read DSM-V on most frequently dealt with diagnoses.	X	X
	Sit with agency's RN or psychiatrist to observe a different perspective/evaluation of a client.	X	X
	Observe a psychological evaluation given by a psychiatrist within the agency.		X
	Discuss with supervisor typical family structures and stressors that clients have and how those structures and stressors could affect clients.	X	X
	Apply for benefits through the KY DCBS in order to understand process that clients go through.	X	X
	Shadow a worker at another agency that offers a similar service. Identify differences in worker approach and agency culture.	X	X
	Identify the major social service agencies and services in the target environment and compare to services offered by internship agency.	X	X
	Identify ways in which theories of organizational culture and the role of culture in shaping organizational performance are applied in macro-level practice.		X

	Sample Activities	Foundation	Advanced
8.	Intervene with Individuals, Families, Groups, Organizations, & Communities		
	Observe the field instructor or other staff members engaged in interaction with clients.	X	
	Shadow and observe a social worker doing a home visit.	X	X
	Conduct at least 3 interactions with clients, groups, or committees in the presence of field instructor.	X	
	Provide case management to a minimum of 3 clients.	X	
	Observe [##] of _____ [type of] groups.	X	
	Develop a new psychoeducational group and run the group at the agency.		X
	Demonstrate effective termination skills prior to last day of field placement.	X	X
	Complete two client discharge summaries by end of placement.	X	X
	Interview and shadow at least two social workers who perform _____ [type of service].	X	X
	Identify agencies that provide services for which agency clients are most commonly linked.	X	X
	Visit other agencies or relevant settings; understand referral processes for linking clients to these agencies.	X	X
	Teach a class or workshop for clients. (Example: ESL, citizenship, personal finance/budgeting, resume preparation, interviewing skills)	X	X
	Start a program for agency's clients that the student has interest in. (Ex. A student initiated a Girls on the Run program at her field placement agency.)	X	X
	Work on writing a grant application with partner agencies. (Ex. CMAA, CDC grant)	X	X
	Create a flyer to market your agency and the internship to future students.	X	X
	Update the agency's website.	X	X
9.	Evaluate with Individuals, Families, Groups, Organizations, & Communities		
	Participate in the preparation of audits.	X	X
	Participate in a peer review.	X	X
	Actively participate in case reviews/team meetings.	X	X
	Observe at a different agency that uses similar interventions.	X	X
	Accompany agency professionals to various sites in order to view specific evaluations.		X
	Develop a survey/evaluation to use with a client group and administer with several clients.		X
	Create a method to evaluate the staff's perception of the usefulness of the [xxx] activity.		X
	Engage agency professionals in order to gain guidance and increase understanding of methods and measures used to determine the value of program/intervention.		X
	Document and evaluate patient progress on a discharge summary prepared for patients.		X
	Student will document patient progress on individual and group notes using an electronic medical record.		X
	Outline personal thoughts/ideas concerning improvement of service delivery of various programs pertaining to _____ [a type of service such as offender re-entry].		X
	Identify & explain the appropriate method(s) for evaluation to be used in assigned field placement projects and tasks.		X