SEMINAR DESCRIPTION & DESIGN

Foundation Field Seminar (SW 531) is a 1 credit required course that is offered concurrently with Foundation Field (SW 515) in the first term of a student’s field placement. Office of Field Instruction field faculty and a student peer will facilitate the seminar which will meet for a total of 7 required sessions starting on Tuesday, January 10, 2012 from 12:00 p.m. to 2:00 p.m. and on the dates listed above. Each enrolled section will be split into two groups of approximately 12-15 students: the Maize group and the Blue group. These groups will meet on alternate weeks with the two seminar facilitators. One facilitator will be a Field Educator/Liaison to provide knowledge and experience from a practitioner and OFI perspective. The other facilitator is a student peer facilitator who is an advanced field MSW candidate. This pair has received facilitation training and meets with the class and with each other to discuss and plan for individual seminar sessions. The entire team of student peers and OFI team members also meets as a large group with the student peer facilitators four times per term.

A combination of focused activities, generative interviews, and open-ended discussions about field placements will be held during these times focusing on a theme related to the required social work competencies (from the Council on Social Work Education Standards-CSWE) found in the Foundation Educational Agreement form. Class discussion requires all participants to review and openly discuss examples from their field placement experiences and to participate in providing and receiving constructive feedback from their student colleagues with the goal of developing peer consultation skills. Attendance is required and will be taken at each session.
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• Provide a forum for the integration of classroom learning and the field experience
• Facilitate discussion of field related issues including supervision, self-care, and ethical dilemmas
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• Identify and develop professional skill focused assignments as benchmarks for social work competency development

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After completion of the course, students will:

1. Have an established peer support network.
2. Utilize collegial and professional peer consultation as a mechanism for problem solving.
3. Understand and apply critical and creative thinking along with basic problem solving techniques.
4. Understand the fieldwork setting’s mission, population served, policies, procedures, relationship to the community.
5. Recognize and assess the impact of the diversity dimensions (i.e. client’s ability, age, culture, economic class, ethnicity, family structure, gender, gender identity and expression, race, religions, sex, and sexual orientation) as they relate to privilege, oppression, diversity, and social justice in the fieldwork setting.
7. Demonstrate the ability to negotiate supervision in a proactive manner.
8. Apply the National Association of Social Workers (NASW) Code of Ethics to their professional practice.
9. Begin to apply and integrate course material with their fieldwork practice.
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11. Learn about additional resources—including best practices, other agencies for referrals, and colleagues—to enhance effectiveness in their field placement.
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• Visit the course C-Tools site for many resources not listed below.
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The following texts are suggested for supplementary reading:


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If you need or desire an accommodation for a disability, please let your seminar facilitators know immediately. Many aspects for this seminar including in-class activities and the way that the seminar is taught can be modified to facilitate your participation and progress throughout the term. The earlier you make your Seminar facilitators aware of your needs, the more effectively they will be able to use the resources available, such as the Offices of Services for Students with Disabilities, and the like. If you do decide to disclose your disability, we will (to the extent permitted by law) treat that information as private and confidential.

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- Participate, as much as possible, in the challenges presented by the class
- Strive to develop a safe and caring classroom environment
- Reflect on student feedback and apply it where applicable
- Offer learning opportunities that challenge the development of each student’s “professional self”
- Offer constructive feedback

**Role of the Student Peer Facilitator:**
The student peer facilitators have completed the Foundation Field Seminar during a previous term and have successfully completed a field placement or are currently enrolled in advanced field instruction. In addition to the above functions, they are available to meet with students by appointment and will participate in the coaching sessions and monitoring their respective seminar CTools site.

All Facilitators will be available for office hours by appointment throughout the term.
Seminar Participants:

- Attend all required seminar sessions. As a courtesy, absences due to illness or personal emergency should be communicated by telephone or e-mail to your assigned Seminar facilitators PRIOR to the seminar period whenever possible. ALL absences will be counted and will require a make-up assignment
- Arrive on time for every seminar session
- Arrive prepared and willing to actively participate in all seminar activities
- Help maintain a safe, caring, and respectful environment in the classroom
- Actively and appropriately give constructive feedback to classmates and the Seminar facilitators
- Actively and appropriately receive constructive feedback from classmates and the Seminar facilitators
- Be open to professional and personal growth

SEMINAR REQUIREMENTS

Realizing that there are 7 total sessions for this course, attendance and active participation are required and expected. Coming late and leaving early will constitute an absence. All absences will require a make-up assignment to be determined by the Facilitators to be turned into the Facilitators the session following the absence. Make-up assignments are required for any absence.

This seminar will be graded as follows:
S = Satisfactory, M = Marginal, and U = Unsatisfactory (requires repeating the course).
S = 0-1 Absences    M = 2 Absences    U = 3 or more Absences

COURSE OUTLINE

SESSION 1: COMPETENCY THEMES: #1 PROFESSIONAL IDENTITY & #10 ENGAGEMENT:
MAIZE AND BLUE GROUPS MEET TOGETHER

A. Introductions to the course/ Review of syllabus
   1. Structure
   2. Purpose
   3. Objectives
   4. The role of the student peer facilitator/brief presentation
   6. Educational Agreement discussion:
      • Review of deadlines, grading and supervision
      • Review of your Field Instruction Skill Inventory
      • Discussion on how to use this inventory to complete the Educational Agreement form
      • The Field Placement Hours Log/Activity Tracking Excel Sheet (in Orientation Folder on OFI web page)
   7. Development of an on-line community to be monitored by the student peer facilitator. Topics will be related to the seminar theme. Expectations:
      • A statement/issue will be posted prior to next class
      • Students will be required to respond to the weekly posting

B. Ground Rules and Expectations: the following is a suggested list
   1. Listen actively -- respect others when they are talking
   2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you")
3. Practice timely attendance.
4. Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks -- focus on ideas.
5. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
6. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
7. The goal is not to agree -- it is about hearing and exploring divergent perspectives.
8. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words. Everyone should have an opportunity to share if they desire to do so.
9. Confidentiality: whatever is said between group members during seminar should stay within the group.
10. Be present and engaged.
11. Others to be created by the group.

C. Assignment to Maize or Blue Group
   1. Ice Breakers:
      a. Concentric Circles Exercise: “Why Social Work?” (What social work means to you, Why you picked your practice method, what are your career goals, what do you bring to the seminar community?).
      b. “Hopes and Challenges” note card exercise.
      c. The “Seminar Bank Account: Deposits (What are you willing to give?) & Withdrawals” (what do you need?).

D. Discussion Theme: Introduction to the Counsel on Social Work Education (CSWE) Foundation field competencies and professional skill focused assignments. Focus on professional identity and engagement. Professional skill focused assignments are defined as a blend of activities, knowledge, skills which articulate a task/assignment the student will complete that meets the designated field competency.

E. ACTIVITY: Explore our professional identity. Brainstorm the components of what constitutes a professional identity and then free write and discuss.

SESSION 2: COMPETENCY THEMES: #3 CRITICAL THINKING & #9 ORGANIZATIONAL CONTEXT
A. Discussion Themes: Critical Thinking and Organizational Context.
B. Re-introduction & Ice Breakers.
C. Educational Agreement form questions/coaching session opportunity available/ 1:1 sessions with student peer facilitator are available.
D. The importance of supervision and the use of the Supervision Agenda.
E. Site Visit: Expectations and how to prepare. See the Professional Behavior competency on the Educational Agreement form for more detail.
F. Problem Solving Model – handout.
   1. Identify the problem(s).
   2. Investigate the variables involved.
   3. Get feedback from others.
   4. Brainstorm possible courses of action.
   5. Thoroughly examine and weigh pros and cons of each alternative action.
   6. Implement and document the decision-making process.
   7. Monitor and evaluate the outcome of the decision.
G. Check-in, support, & problem solving: peer to peer/dyad or triad check-in.
H. Activities:
   a) Everyone to share a critical thinking skill focused assignment they have been working on for their Educational Agreement form.
   b) Organization context and service delivery system: share a brief background summary on your fieldwork setting (who, what where), share 2 things that are going well, share 2 things that are challenging.
      - Fieldwork setting questions:
        o How does the fieldwork setting get client referrals? Are there demographic barriers?
        o Discuss other community-based agencies that this fieldwork setting is involved with and share how this network/collaboration works
        o How is confidentiality protected?
        o How are services accessible or not accessible for “at risk” populations?
        o Discuss the support you have received from the fieldwork setting including your field instructor and/or other fieldwork setting staff
          o Describe the mandatory reporting policies at your fieldwork setting
   c) Developing a Solution-Focused Attitude
      Participate in triad role-plays using some of the case examples below or your own “real life” field situations. Apply the Problem Solving Model with the assistance of your peers. Large group report out.

Session 3: Competency Themes: #4 Diversity, #5 Social and Economic Justice & #8 Social Policy
A. Discussion Themes:
   1. Diversity Dimensions (i.e. client’s ability, age, culture, economic class, ethnicity, family structure, gender, gender identity and expression, race, religion, sex, and sexual orientation) and Social and Economic Justice.
   2. Communication around culturally appropriate, respectful relationships with clients and communities.

B. Check-in, support, & problem solve: peer to peer/dyad or triad check-in focusing on Privilege, Oppression, Diversity, and Social Justice (PODS).

C. Activities: The Four Corners Exercise
   1. Diversity Dimensions
      • Discuss what you are learning about the privilege YOU bring into your field placement
      • Discuss what situations you have experienced where your cultural values differed from your clients or situations where you anticipated that this might occur
      • Share your impression thus far about what cultural groups make up the client population in your fieldwork setting
      • What are you learning about your role as an agent for social change?
      • Share a few observations or situations where you think your field placement has supported oppression

Relationships with Client’s and Communities
   • Share a few examples of how you are engaging respectfully with clients regarding issues associated with the diversity dimensions (client’s ability, age, culture, economic class, ethnicity, family structure, gender, gender identity and expression, race, religion, sex, and sexual orientation)
   • How is your own cultural identity impacting your practice?
   • Discuss how your privilege impacts the populations served
• Share a situation where you felt uncomfortable about a social justice issue and how you handled it
• Describe an encounter with unfamiliar cultural practices and what you did to better understand the individual, group, and/or community needs
2. Free Write: Define diversity and discussion. Record key concepts and post around the room.
3. “Take a Stand” Exercise: focus on macro issues and explore how your values, beliefs, judgments and prejudices influence you, your opinions, attitudes, etc.

SESSION 4: COMPETENCY THEMES: #2 VALUES & ETHICS & #14 PROFESSIONAL BEHAVIOR

~~MIDTERM EVALUATION~~

A. Discussion Theme: Values and Ethics, Professional Behavior and Supervision. “Connect The Dots” between the Supervision Agenda, the end of term student and field instructor narrative, check-in, support, & problem solve peer to peer/ dyad or triad check-in using the activity below.
B. End of term Student and Field Instructor Narratives. Reference guidelines on OFI web page.
C. Brief discussion on self-care:
   • How are you taking care of yourself?
   • What does your self-care plan look like?
E. Mid-term Evaluation: Complete today and identify a student to turn in the envelope to the OFI office
F. ACTIVITIES:
   1. Do a “weather report”.
   2. Fieldwork setting questions/critical reflection.

Professional Development
• Describe ways you feel like a social work practitioner
• Describe areas of growth for your professional development
• What have you learned about time management?
• How are you defining your personal and professional boundaries?
• Describe your conflict resolution style
• Does your Field Instructor fit your notion of what a mentor should be? Why or why not?
• Describe your professional strengths and areas for improvement at this point in your placement
• Revisiting your Skill Inventory – Break up into dyads and discuss your progress in the field

Supervision
• What supervisory style works best for you?
• What have you learned about your supervision needs?
• How have you gone about scheduling a weekly supervision time?
• How is your supervision time developing?
• Share a copy of your Supervision Agenda
• How do you negotiate your own learning?
• Share a few professional skill focused assignments that you have on your Educational Agreement form
• How are you practicing the effective use of the Supervision Agenda?
• Describe a situation where you actively raised problems/issues of concern or sought clarification while focusing on and being invested in solutions
• Share a few of your Supervision Agendas with your peers for feedback
Ethics

- Describe an ethical dilemma that has come up at your field placement
- Describe the process that you think should be used to address this dilemma
- What section of the NASW Code of Ethics applies to this dilemma?
- What would you do or how would you address this dilemma?
- How have you been able to apply the NASW Code of Ethics at your placement?
- How would you describe your personal code of ethics?
- How do you define ethical behavior?

SESSION 5: COMPETENCY THEMES: #11 ASSESSMENT, #12 INTERVENTION, & #13 EVALUATION

A. Discussion Themes: Assessment, Intervention and Evaluation (quality care and confidentiality).
   Handout - HIPAA guidelines. Interviewing skills, formulation of impressions, assessment, intervention
   (and plan of action).
B. Check-in, support, & problem solve peer to peer/dyad or triad check-in.
C. ACTIVITIES: One Macro and One Micro / Critical Reflection:
   1. For this session, micro students should bring a copy of the fieldwork site’s client intake form or
      any other psychosocial forms used at the fieldwork site.
   2. For macro students: bring a grant application, fieldwork site policy, S.W.O.T. analysis, annual
      report or other such form.
   3. Handout of Interviewing ~ Role Play
      - Will need 6 volunteers:
      - 1 student to be the social worker
      - 1 student to be the client requesting service
      - 1 student to identify the interviewing skills
      - 1 student to formulate the impression/assessment
      - 1 student to formulate the plan of action
      - 1 student to summarize the process

Large Group Discussion:
- First of all identify who is the person that came for help?
- What is the purpose of the interview?
- What is/are the presenting problems/situation?
- Other comments and observations about the activity such as skills interviewing skills of
  the social worker, formulation of impression and assessment, plan of actions and the
  whole interviewing process as a whole

SESSION 6: COMPETENCY THEMES: #6 RESEARCH & #7 HUMAN BEHAVIOR AND THE SOCIAL
ENVIRONMENT

A. Discussion Theme: Best Practices and Empirically Based Practice: integrating course work and practice.
B. Check-in, support, & problem solve peer to peer/dyad or triad check-in.
C. Decide if class wants to share food/potluck/restaurant for the last session next time.
D. ACTIVITIES: Fieldwork Setting Questions/Critical Reflection on class and field synthesis.
   - How have you been able to integrate classroom assignments with your field placement?
SESSION 7: FINAL SEMINAR CLASS ~ CLOSURE & WRAP-UP

A. Discussion Themes:
   1. Review of the Educational Agreement evaluation procedures. Remind about the importance of the marking the ratings, entering the hours completed, signatures/dates, and completion of the field Instructor and student narrative. Guidelines for both of these are on the OFI web page.
   2. Next Steps:
      • Revisit the Field Instruction Skill Inventory. What professional and personal skills have you developed at your field placement? Briefly discuss one wish you have regarding your field experience going forward into the next term
      • Begin thinking about skills in a beginning, middle and end stage. What next steps will you take to make the most out of your second term as you think about developing your Advanced Educational Agreement? Handout: The Advanced Educational Agreement Planning Worksheet and discuss
      • It’s not too early to be thinking about how to write your Goal Statement for your 2nd year placement and updating your resume especially as you improve your skill base. Application materials will be due in February
      • Start your list that defines your long term learning and career goals
   3. Wrap-up and time for on-line Evaluation completion (computer lab availability).

B. CLOSURE ACTIVITIES:
   1. Discussion about self-care plan and the importance of maintaining this.
      a. Create a self-care plan using headings such as self-care for school, job, internship, family, physical care, mental care, spiritual care, emotional care, etc.
      b. Create a group self-care ‘map’ with 3 other students on a poster page with different color markers. Discuss differences and similarities. Post the “maps on the wall for discussion.
   2. Final Review of “Hopes & Challenges” note cards completed in first session. Do a final debriefing with these in dyads/triads. Discuss goal for field and how successful students have been in addressing their challenges.
      Students break into triads and discuss their overall experience of field for the first term. As they talk they record their “Plan for Success” on a large flip chart pad. Students talk in detail about what they did that worked well for them. This includes things like use of supervision, how they established themselves in the fieldwork site, the types of relationships they developed with staff, how they developed a positive approach to self-advocacy, and how they took a creative approach to getting the assignments they wanted. After the small group discussion they reported out the plan to the larger group.
   4. Final Go-Around/Reflection on seminar experience overall. Large group report out.

Your seminar cohort is now your 1st professional consultation group. Work hard to stay connected with each other now and after your graduate!
# Foundation Field Seminar (SW 531)

**Course Title:** Foundation Field Seminar: SW 531  
**Term:** Winter 2012  
**Course Time:** Tuesdays 12:00 p.m. – 2:00 p.m.

## Seminar Dates

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Group</th>
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<tbody>
<tr>
<td>#1 Tuesday, January 10, 2012</td>
<td>All sections meet together</td>
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<td>#2 Tuesday, January 24, 2012</td>
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<td>#3 Tuesday, February 7, 2012</td>
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<td>#4 Tuesday, February 21, 2012</td>
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<td>#6 Tuesday, March 27, 2012</td>
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<td>#7 Tuesday, April 10, 2012</td>
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**Location:** 2752 SSWB

**Seminar Facilitators:**
- Oliva Alban Kuster, LMSW, Field Educator  
  oakuster@umich.edu
- Sara Fitzgerald, MSW Candidate  
  sarafitz@umich.edu

**Office Hours:** By Appointment

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- Offer learning opportunities that challenge the development of each student’s “professional self”
- Offer constructive feedback

**Role of the Student Peer Facilitator:**

The student peer facilitators have completed the Foundation Field Seminar during a previous term and have successfully completed a field placement or are currently enrolled in advanced field instruction. In addition to the above functions, they are available to meet with students by appointment and will participate in the coaching sessions and monitoring their respective seminar CTools site.

All Facilitators will be available for office hours by appointment throughout the term.
Seminar Participants:
- Attend all required seminar sessions. As a courtesy, absences due to illness or personal emergency should be communicated by telephone or e-mail to your assigned Seminar facilitators PRIOR to the seminar period whenever possible. ALL absences will be counted and will require a make-up assignment
- Arrive on time for every seminar session
- Arrive prepared and willing to actively participate in all seminar activities
- Help maintain a safe, caring, and respectful environment in the classroom
- Actively and appropriately give constructive feedback to classmates and the Seminar facilitators
- Actively and appropriately receive constructive feedback from classmates and the Seminar facilitators
- Be open to professional and personal growth

SEMINAR REQUIREMENTS

Realizing that there are 7 total sessions for this course, attendance and active participation are required and expected. Coming late and leaving early will constitute an absence. All absences will require a make-up assignment to be determined by the Facilitators to be turned into the Facilitators the session following the absence. Make-up assignments are required for any absence.

This seminar will be graded as follows:
S = Satisfactory, M = Marginal, and U = Unsatisfactory (requires repeating the course).
S = 0-1 Absences       M = 2 Absences       U = 3 or more Absences

COURSE OUTLINE

SESSION 1: COMPETENCY THEMES: #1 PROFESSIONAL IDENTITY & #10 ENGAGEMENT:
MAIZE AND BLUE GROUPS MEET TOGETHER

A. Introductions to the course/ Review of syllabus
   1. Structure
   2. Purpose
   3. Objectives
   4. The role of the student peer facilitator/brief presentation
   6. Educational Agreement discussion:
      • Review of deadlines, grading and supervision
      • Review of your Field Instruction Skill Inventory
      • Discussion on how to use this inventory to complete the Educational Agreement form
      • The Field Placement Hours Log/Activity Tracking Excel Sheet (in Orientation Folder on OFI web page)
   7. Development of an on-line community to be monitored by the student peer facilitator. Topics will be related to the seminar theme. Expectations:
      • A statement/issue will be posted prior to next class
      • Students will be required to respond to the weekly posting

B. Ground Rules and Expectations: the following is a suggested list
   1. Listen actively -- respect others when they are talking.
   2. Speak from your own experience instead of generalizing ("I" instead of "they," "we," and "you")
   3. Practice timely attendance.
4. Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks -- focus on ideas.
5. Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice.
6. Instead of invalidating somebody else's story with your own spin on their experience, share your own story and experience.
7. The goal is not to agree -- it is about hearing and exploring divergent perspectives.
8. Be conscious of body language and nonverbal responses -- they can be as disrespectful as words. Everyone should have an opportunity to share if they desire to do so.
9. Confidentiality: whatever is said between group members during seminar should stay within the group.
10. Be present and engaged.
11. Others to be created by the group.

C. Assignment to Maize or Blue Group
   1. Ice Breakers:
      a. Concentric Circles Exercise: “Why Social Work?” (What social work means to you, Why you picked your practice method, what are your career goals, what do you bring to the seminar community?).
      b. “Hopes and Challenges” note card exercise.
      c. The “Seminar Bank Account: Deposits (What are you willing to give?) & Withdrawals” (what do you need?).

D. Discussion Theme: Introduction to the Counsel on Social Work Education (CSWE) Foundation field competencies and professional skill focused assignments. Focus on professional identity and engagement. Professional skill focused assignments are defined as a blend of activities, knowledge, skills which articulate a task/assignment the student will complete that meets the designated field competency.

E. ACTIVITY: Explore our professional identity. Brainstorm the components of what constitutes a professional identity and then free write and discuss.

SESSION 2: COMPETENCY THEMES: #3 CRITICAL THINKING & #9 ORGANIZATIONAL CONTEXT
A. Discussion Themes: Critical Thinking and Organizational Context.
B. Re-introduction & Ice Breakers.
C. Educational Agreement form questions/coaching session opportunity available/
   1:1 sessions with student peer facilitator are available.
D. The importance of supervision and the use of the Supervision Agenda.
E. Site Visit: Expectations and how to prepare. See the Professional Behavior competency on the Educational Agreement form for more detail.
F. Problem Solving Model – handout.
   1. Identify the problem(s).
   2. Investigate the variables involved.
   3. Get feedback from others.
   4. Brainstorm possible courses of action.
   5. Thoroughly examine and weigh pros and cons of each alternative action.
   6. Implement and document the decision-making process.
   7. Monitor and evaluate the outcome of the decision.
G. Check-in, support, & problem solving: peer to peer/dyad or triad check-in.
H. **ACTIVITIES:**
   
a) Everyone to share a critical thinking skill focused assignment they have been working on for their Educational Agreement form.

b) Organization context and service delivery system: share a brief background summary on your fieldwork setting (who, what where), share 2 things that are going well, share 2 things that are challenging.
   
   • Fieldwork setting questions:
     o How does the fieldwork setting get client referrals? Are there demographic barriers?
     o Discuss other community-based agencies that this fieldwork setting is involved with and share how this network/collaboration works
     o How is confidentiality protected?
     o How are services accessible or not accessible for “at risk” populations?
     o Discuss the support you have received from the fieldwork setting including your field instructor and/or other fieldwork setting staff
     o Describe the mandatory reporting policies at your fieldwork setting

c) Developing a Solution-Focused Attitude
   
   Participate in triad role-plays using some of the case examples below or your own “real life” field situations. Apply the Problem Solving Model with the assistance of your peers. Large group report out.

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**SESSION 3: COMPETENCY THEMES: #4 DIVERSITY, #5 SOCIAL AND ECONOMIC JUSTICE & #8 SOCIAL POLICY**

A. Discussion Themes:
   
   1. Diversity Dimensions (i.e. client’s ability, age, culture, economic class, ethnicity, family structure, gender, gender identity and expression, race, religion, sex, and sexual orientation) and Social and Economic Justice.
   2. Communication around culturally appropriate, respectful relationships with clients and communities.

B. Check-in, support, & problem solve: peer to peer/dyad or triad check-in focusing on Privilege, Oppression, Diversity, and Social Justice (PODS).

C. **ACTIVITIES:** The Four Corners Exercise
   
   1. Diversity Dimensions
      
      • Discuss what you are learning about the privilege **YOU** bring into your field placement
      • Discuss what situations you have experienced where your cultural values differed from your clients or situations where you anticipated that this might occur
      • Share your impression thus far about what cultural groups make up the client population in your fieldwork setting
      • What are you learning about your role as an agent for social change?
      • Share a few observations or situations where you think your field placement has supported oppression

   Relationships with Client’s and Communities
   
   • Share a few examples of how you are engaging respectfully with clients regarding issues associated with the diversity dimensions (client’s ability, age, culture, economic class, ethnicity, family structure, gender, gender identity and expression, race, religion, sex, and sexual orientation)
   • How is your own cultural identity impacting your practice?
• Discuss how your privilege impacts the populations served

• Share a situation where you felt uncomfortable about a social justice issue and how you handled it
• Describe an encounter with unfamiliar cultural practices and what you did to better understand the individual, group, and/or community needs

2. Free Write: Define diversity and discussion. Record key concepts and post around the room.
3. “Take a Stand” Exercise: focus on macro issues and explore how your values, beliefs, judgments and prejudices influence you, your opinions, attitudes, etc.

SESSION 4: COMPETENCY THEMES: #2 VALUES & ETHICS & #14 PROFESSIONAL BEHAVIOR

~~MIDTERM EVALUATION~~

A. Discussion Theme: Values and Ethics, Professional Behavior and Supervision. “Connect The Dots” between the Supervision Agenda, the end of term student and field instructor narrative, check-in, support, & problem solve peer to peer/dyad or triad check-in using the activity below.

B. End of term Student and Field Instructor Narratives. Reference guidelines on OFI web page.

C. Brief discussion on self-care:
• How are you taking care of yourself?
• What does your self-care plan look like?


E. Mid-term Evaluation: Complete today and identify a student to turn in the envelope to the OFI office

F. ACTIVITIES:
1. Do a “weather report”.
2. Fieldwork setting questions/critical reflection.
   Professional Development
   • Describe ways you feel like a social work practitioner
   • Describe areas of growth for your professional development
   • What have you learned about time management?
   • How are you defining your personal and professional boundaries?
   • Describe your conflict resolution style
   • Does your Field Instructor fit your notion of what a mentor should be? Why or why not?
   • Describe your professional strengths and areas for improvement at this point in your placement
   • Revisiting your Skill Inventory – Break up into dyads and discuss your progress in the field

   Supervision
   • What supervisory style works best for you?
   • What have you learned about your supervision needs?
   • How have you gone about scheduling a weekly supervision time?
   • How is your supervision time developing?
   • Share a copy of your Supervision Agenda
   • How do you negotiate your own learning?
   • Share a few professional skill focused assignments that you have on your Educational Agreement form
   • How are you practicing the effective use of the Supervision Agenda?
   • Describe a situation where you actively raised problems/issues of concern or sought clarification while focusing on and being invested in solutions
   • Share a few of your Supervision Agendas with your peers for feedback
Ethics
• Describe an ethical dilemma that has come up at your field placement
• Describe the process that you think should be used to address this dilemma
• What section of the NASW Code of Ethics applies to this dilemma?
• What would you do or how would you address this dilemma?
• How have you been able to apply the NASW Code of Ethics at your placement?
• How would you describe your personal code of ethics?
• How do you define ethical behavior?

SESSION 5: COMPETENCY THEMES: #11 ASSESSMENT, #12 INTERVENTION, & #13 EVALUATION
A. Discussion Themes: Assessment, Intervention and Evaluation (quality care and confidentiality).
   Handout - HIPAA guidelines. Interviewing skills, formulation of impressions, assessment, intervention (and plan of action).
B. Check-in, support, & problem solve peer to peer/dyad or triad check-in.
C. ACTIVITIES: One Macro and One Micro / Critical Reflection:
   1. For this session, micro students should bring a copy of the fieldwork site’s client intake form or any other psychosocial forms used at the fieldwork site.
   2. For macro students: bring a grant application, fieldwork site policy, S.W.O.T. analysis, annual report or other such form.
   3. Handout of Interviewing ~ Role Play
      • Will need 6 volunteers:
      • 1 student to be the social worker
      • 1 student to be the client requesting service
      • 1 student to identify the interviewing skills
      • 1 student to formulate the impression/assessment
      • 1 student to formulate the plan of action
      • 1 student to summarize the process

Large Group Discussion:
• First of all identify who is the person that came for help?
• What is the purpose of the interview?
• What is/are the presenting problems/situation?
• Other comments and observations about the activity such as skills interviewing skills of the social worker, formulation of impression and assessment, plan of actions and the whole interviewing process as a whole

SESSION 6: COMPETENCY THEMES: #6 RESEARCH & #7 HUMAN BEHAVIOR AND THE SOCIAL ENVIRONMENT
A. Discussion Theme: Best Practices and Empirically Based Practice: integrating course work and practice.
B. Check-in, support, & problem solve peer to peer/dyad or triad check-in.
C. Decide if class wants to share food/potluck/restaurant for the last session next time.
D. ACTIVITIES: Fieldwork Setting Questions/Critical Reflection on class and field synthesis.
   • How have you been able to integrate classroom assignments with your field placement?
SESSION 7: FINAL SEMINAR CLASS ~ CLOSURE & WRAP-UP

A. Discussion Themes:
1. Review of the Educational Agreement evaluation procedures. Remind about the importance of the marking the ratings, entering the hours completed, signatures/dates, and completion of the field Instructor and student narrative. Guidelines for both of these are on the OFI web page.
2. Next Steps:
   • Revisit the Field Instruction Skill Inventory. What professional and personal skills have you developed at your field placement? Briefly discuss one wish you have regarding your field experience going forward into the next term
   • Begin thinking about skills in a beginning, middle and end stage. What next steps will you take to make the most out of your second term as you think about developing your Advanced Educational Agreement? Handout: The Advanced Educational Agreement Planning Worksheet and discuss
   • It’s not too early to be thinking about how to write your Goal Statement for your 2nd year placement and updating your resume especially as you improve your skill base. Application materials will be due in February
   • Start your list that defines your long term learning and career goals
3. Wrap-up and time for on-line Evaluation completion (computer lab availability).

B. CLOSURE ACTIVITIES:
1. Discussion about self-care plan and the importance of maintaining this.
   a. Create a self-care plan using headings such as self-care for school, job, internship, family, physical care, mental care, spiritual care, emotional care, etc.
   b. Create a group self-care ‘map’ with 3 other students on a poster page with different color markers. Discuss differences and similarities. Post the “maps on the wall for discussion.
2. Final Review of “Hopes & Challenges” note cards completed in first session. Do a final debriefing with these in dyads/triads. Discuss goal for field and how successful students have been in addressing their challenges.
   Students break into triads and discuss their overall experience of field for the first term. As they talk they record their “Plan for Success” on a large flip chart pad. Students talk in detail about what they did that worked well for them. This includes things like use of supervision, how they established themselves in the fieldwork site, the types of relationships they developed with staff, how they developed a positive approach to self-advocacy, and how they took a creative approach to getting the assignments they wanted. After the small group discussion they reported out the plan to the larger group.
4. Final Go-Around/Reflection on seminar experience overall. Large group report out.

Your seminar cohort is now your 1st professional consultation group. Work hard to stay connected with each other now and after your graduate!