

FIELD EDUCATION DOCUMENT: PRACTICE STANDARDS TABLE

Learning Outcomes and Descriptive Indicators based on AASW Practice Standards, 2013

Practice Standard	Learning Outcome	Descriptive Indicators – 1 st placement	Descriptive Indicators – final placement (in addition to 1 st placement indicators)
<u>1: Values and Ethics</u> Social work students demonstrate social work values, uphold their ethical responsibilities and act appropriately when faced with ethical problems, issues and dilemmas.	1.1: Practice in accordance with the Code of Ethics (2010), and identify ethical dilemmas and issues arising in practice.	<ol style="list-style-type: none"> 1. Demonstrates an awareness of the relevance of the AASW Code of Ethics within the placement setting (e.g. promotion of social justice and commitment to the dignity, value and uniqueness of individuals, social units, communities and cultures). 2. In discussion with supervisor/s critically reflects on the impact of social systems and structures that perpetuate inequality and injustice. 3. Identifies and responds to ethical issues in accordance with the ethical responsibilities of the Code of Ethics. 4. Demonstrates an ability to recognise and understand one's own assumptions and values and their ability to impact on practice (especially within situations of conflicts of values and interest). 	<ol style="list-style-type: none"> 5. Maintains an open and respectful perspective towards the values, views and opinions of others and is able to incorporate notions of individual rights and needs, and collective responsibilities. 6. Seeks out supervision with supervisor/s when faced with an ethical dilemma or conflict of interest.
<u>2: Professionalism</u> Social work students act with integrity, are accountable and reliable, and demonstrate a commitment to their learning in placement.	2.1: Be accountable and behave in a professional manner, and represent the social work profession with integrity and professionalism.	<ol style="list-style-type: none"> 1. Demonstrates responsibility, accountability, reliability and initiative. 2. Maintains professional/personal boundaries. 3. Seeks support and information or refers people when professional capabilities are exceeded. 	<ol style="list-style-type: none"> 8. Articulates the values, processes and outcomes of social work and how they apply in the context of the placement. 9. Demonstrates an understanding of power relationships and structures that can give rise to and perpetuate relationships of inequality and social marginalisation for the target population, and demonstrates an

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		<ul style="list-style-type: none"> 4. Demonstrates an understanding of social work as a profession and how it differs from other professions. 5. Understands the importance of maintaining personal well-being and managing the emotional impact of the work. 6. Demonstrates an awareness of and adherence to the organisational policies and procedures. 7. Maintain a high quality of professional conduct and behave with dignity and responsibility. 	ability to work constructively with issues of power and authority.
<u>3: Culturally responsive & inclusive practice.</u> Social work students have a sound understanding and knowledge of cultural diversity in order to work in a culturally inclusive way.	3.1 Work respectfully and inclusively with cultural difference and diversity.	<ul style="list-style-type: none"> 1. Demonstrates knowledge of diversity between and within different cultures including ethnicity, disability, economic status, age, sexuality, gender and transgender, faiths and beliefs. 2. Critically reflects on personal values, cultures and beliefs and how these impact on interactions with others. 	3. Modifies practice in order to work effectively and inclusively with people who have different and diverse cultural identities, values, affiliations, beliefs and customs.
	3.2 Respect, strive to understand, and promote the rights of Aboriginal and Torres Strait Islander people and their cultures.	1. Demonstrates knowledge and understanding of Aboriginal and Torres Strait Islanders culture, protocols and practices in a local context.	2. Demonstrates an understanding of the historical and continuing disadvantage and oppression of Aboriginal and Torres Strait Islander peoples and the impact this has on practice.
<u>4. Knowledge for practice</u> Social work students demonstrate knowledge for practice, and skills of	4.1 Understand the impact of systemic influences on practice.	<ul style="list-style-type: none"> 1. Demonstrates an understanding of the local and wider context in which the organisation operates. 2. Able to identify relevant legislation, policies and regulations relevant to 	5. Critically reflects on the impact of public debate and the economic, cultural and political environment, on policy and program development and service provision.

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enquiry and curiosity where new knowledge is required.		<p>practice area and whether these are consistent with social work values and principles</p> <p>3. Able to analyze the impacts of relevant legislation, policies and regulations on practice</p> <p>4. Demonstrates an understanding of current debates, social issues and/or politics that impact on the field of practice.</p>	6. Identifies aspects of policy that are inappropriate, inconsistent or inadequate.
	4.2 Understand the role of research and evaluation in obtaining and generating new knowledge for practice.	<p>1. Demonstrates an understanding of how research knowledge informs practice (e.g. consulting published literature).</p> <p>2. Able to locate literature relevant to practice area (evidence-informed practice).</p> <p>3. Able to identify researchable topics/issues within practice setting.</p>	<p>4. Analyses how data collection systems are used by the agency and its funding body, in program development & evaluation.</p> <p>5. Within the placement context demonstrates understanding of relevant principles & methodological considerations when conducting research activities.</p>
<p><u>5. Applying knowledge to practice</u></p> <p>Social work students demonstrate skills required to implement knowledge in practice.</p>	5.1 Apply social work knowledge to undertake effective assessment and interventions, to respond to meeting the needs of individuals, groups and communities.	<p>1. Undertake an assessment by gathering and analysing information appropriate to the person/organisation and practice context.</p> <p>2. When appropriate, develop an intervention plan based on assessment that outlines what is being offered, objectives/goals and planned outcomes, and evaluates and reviews the plan routinely.</p> <p>3. Supports people to decide what service/s they want to assist in meeting needs</p>	

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		taking into account any limitations to their capability, voluntary/involuntary status and the choices available.	
	5.2 Demonstrate understanding by using a range of specific social work theories and concepts, methods & techniques, and applies critical reflective thinking to practice.	<ol style="list-style-type: none"> 1. Able to identify a range of social work theories relevant to the practice setting. 2. Critically reflects on and evaluates practice with a particular focus on principles of self-determination, empowerment, inclusion, equality, human rights and social justice. 3. Identifies and demonstrates effective social work skills to implement an intervention plan. 	<ol style="list-style-type: none"> 4. Articulates and uses knowledge from other relevant bodies of knowledge that inform practice such as law, sociology, anthropology, politics, history, social theory, psychology, humanities and philosophy. 5. Articulates a personal practice framework that draws on contemporary theory, knowledge, methods, skills and professional values. 6. Critically reflects on the role of the social worker in relation to power imbalances, professional boundaries, use of authority and work with people who are using services involuntarily.
<u>6. Communication & interpersonal skills</u> Social work students demonstrate effective communication and interpersonal skills.	6.1 Effectively communicate with a diverse range of people.	<ol style="list-style-type: none"> 1. Builds rapport with people, and shows empathy, genuineness, warmth, and integrity in all interactions. 2. Engages and includes people in decision making processes that affect them, as far as possible, including those using services involuntarily. 3. Effectively communicates the details and nature of the service offered to people including restrictions to confidentiality and privacy. 	<ol style="list-style-type: none"> 7. Articulates professional social work identity within a multidisciplinary context. 8. Able to deal with situations involving anger, conflict and challenging behaviour.

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		<ol style="list-style-type: none"> 4. Critically reflects on the impact of interpersonal style and use of self on others. 5. Demonstrates clear and effective interpersonal communication skills (both verbal and non-verbal) with individuals, groups and communities. 6. Identifies learning needs and seeks out opportunities to address these needs through training, consultation, supervision and support. 7. Able to conduct single or joint interviews and demonstrates the ability to practice strategically (to engage, mobilise, challenge and encourage people in the change process). 8. Effectively communicates with a diverse range of people. 	
<p><u>7. Information and record sharing.</u></p> <p>Social work students use ethical principles, and are accurate and professional, as they write reports, record data and collect and share information.</p>	7.1 Record and maintain information appropriately.	<ol style="list-style-type: none"> 1. Informs people about their social work records, their rights to access and the purpose for which a record is made. 2. Writes information in an accurate, objective and timely manner. 3. Adheres to agency policy regarding written records. 	

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<u>8. Professional development and supervision</u> Social workers demonstrate commitment to ongoing learning through continuing professional development and supervision. (See AASW Practice Standards, 2013: Professional development and supervision, 8.1, 8.2 and 8.3, p 17).	8.1 Actively engage in supervision, learning, and ongoing professional development.	1. Engages in continuing professional development. 2. Demonstrates the ability to participate proactively in negotiating and developing the supervisory relationship. 3. Demonstrates an awareness of personal feelings and experience and how these affect practice. 4. Applies understanding of critical reflection and reflexivity to practice. 5. Actively seeks opportunities for feedback from supervisor/s, colleagues and peers.	6. Contributes to education and professional development of others where appropriate. 7. Demonstrates a willingness to take risks and expose own practice for scrutiny from supervisor (and other team members). 8. Identifies learning needs and seeks out opportunities to address these needs through training, consultation, supervision and support.