

**SAN JOSÉ STATE UNIVERSITY  
SCHOOL OF SOCIAL WORK**

**TITLE IV-E CHILD WELFARE PROGRAM**

**1<sup>st</sup> Year ADDENDUM to the Learning Agreement**

*(To be completed by the student & field instructor together, and turned in with the Learning Agreement)*

Student _____	Academic Year _____
Field Placement Agency _____	

*Throughout the Master of Social Work Program (i.e. field placement, coursework and seminars), students are exposed to the ten areas covered by the Curriculum Competencies for Public Child Welfare in California. This **Addendum to the Learning Agreement** assists the Title IV-E Program in monitoring the Curriculum Competencies for Public Child Welfare attained in field practice. Please read over the competencies listed and indicate with a check mark the task/activity that will facilitate the attainment of that competency. If the student will not have the opportunity to address a particular competency during the course of his/her placement with your agency, check the box marked 'N/A'.*

**FOUNDATION COMPETENCIES**

**2.1.1 Identify as a professional social worker and conduct oneself accordingly**

<b><i>FOUNDATION COMPETENCIES</i></b>	<b><i>TASK/ACTIVITY</i></b>
1) Demonstrate beginning capacity to advocate for client services by utilizing a policy practice framework and negotiating for community based and culturally sensitive programs and services.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate self-awareness of personal knowledge limitations and biases, and practice self-correction and reflection in action while pursuing ongoing professional development.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3) In intervention planning, demonstrate consistently the understanding and recognition of how personal beliefs, values, norms, and world view can influence case dynamics and outcomes.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
4) Present self in a manner consistent with respectful professional conduct, and adapt methods of communication, including written client materials, to consumer, colleague, and community language and cultural needs.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
5) Support the purpose and values of the profession through consistent pursuit of learning, and recognize the relationship between career long learning and contributing to practice effectiveness.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

6) Utilize supervision/consultation effectively, including the need to augment knowledge, or to mediate conflict arising from personal values and emotions related to practice and professional contexts.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
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### 2.1.2 Applies ethical principles, codes of ethics, and professional social work values skillfully in practice and in resolving ethical conflicts.

<i><b>FOUNDATION COMPETENCIES</b></i>	<i><b>TASK/ACTIVITY</b></i>
1) Demonstrate capacity to perceive the diverse viewpoints of clients, community members, and others in cases of value conflict and the ability to resolve such conflicts by applying professional practice principles.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate knowledge of ethical decision making methods and the capacity to apply these in practice, policy, advocacy and research.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.3 Apply critical thinking to inform and communicate professional judgments

<i><b>FOUNDATION COMPETENCIES</b></i>	<i><b>TASK/ACTIVITY</b></i>
1) Demonstrate the ability critically to appraise, integrate and apply evidence-based knowledge and practice principles, as well as client and other knowledge, in conducting and communicating ethnically competent assessments and interventions.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate the capacity to monitor and analyze the gathering, assessment and evaluation of information to inform practice model design and use, including assessment, intervention and evaluation.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3) Understand and apply the principle that all oral and written communication must conform to audience needs and adhere to professional standards.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.4 Engage diversity and difference in practice

<i><b>FOUNDATION COMPETENCIES</b></i>	<i><b>TASK/ACTIVITY</b></i>
1) Demonstrate knowledge of historical, legal, socioeconomic, and psychological forms of oppression and the ability to develop culturally sensitive interventions within that understanding.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Recognize how institutional racism and power dynamics affect workplace culture and climate in practice.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3) Demonstrate self-awareness of bias, including knowledge of and capacity to manage power differences, when assessing and working with diverse populations.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

4) Student demonstrates ability to understand and communicate the effects of individual variation in the human developmental process and its importance to the shaping of life experiences within diverse groups.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
5) Student demonstrates capacity to learn from and consult/collaborate with others and to engage constituents/consumers within the helping process.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.5 Advance human rights and social and economic justice

<b><i>FOUNDATION COMPETENCIES</i></b>	<b><i>TASK/ACTIVITY</i></b>
1) Demonstrate, through assessment, intervention and evaluation practices, a working understanding of the role and function of historical, social, political, and economic factors as the underlying causes and mechanisms of oppression and discrimination.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Student demonstrates a functional knowledge of advocacy theory, skills, and techniques and consistently engages in activities/tasks designed to promote social and economic justice in working with all client populations.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3) Student develops case planning strategies to address discrimination, barriers, gaps, and fragmentation that impede client access, functioning, and optimum use of resources and opportunities.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.6 Engage in research informed practice and practice informed research

<b><i>FOUNDATION COMPETENCIES</i></b>	<b><i>TASK/ACTIVITY</i></b>
1) Demonstrate a beginning capacity and skills to gather and synthesize practice evaluation findings, including client feedback, to support and increase the professional knowledge base.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate knowledge of how to consult and utilize research evidence to inform ongoing practice and policy at all levels.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.7 Apply knowledge of human behavior to the social environment

<b><i>FOUNDATION COMPETENCIES</i></b>	<b><i>TASK/ACTIVITY</i></b>
1) Demonstrate beginning ability to apply conceptual behavioral frameworks to social environments involved in assessment, intervention and evaluation.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate beginning ability to gather and interpret behavioral knowledge in perceiving person and environment.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.8 Engage in policy practice to advance social & economic well-being and to deliver effective social services

<b>FOUNDATION COMPETENCIES</b>	<b>TASK/ACTIVITY</b>
1) Begin systematically to collect and analyze knowledge and experiences to identify, formulate, and advocate for policies that advance social and economic well-being.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate ability to identify and to engage stakeholders to collaborate for effective policy formulation and action.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.9 Respond to contexts that shape practice

<b>FOUNDATION COMPETENCIES</b>	<b>TASK/ACTIVITY</b>
1) Demonstrate beginning capacity to apprehend changing local and social contexts and scientific advances that affect practice, with an emerging ability to identify and provide relevant services.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate a beginning capacity to discern and promote sustainable practice and service delivery change to improve service quality.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.10(a) Engagement

<b>FOUNDATION COMPETENCIES</b>	<b>TASK/ACTIVITY</b>
1) Demonstrate the knowledge base and affective readiness to intervene constructively with individuals and groups.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate the capacity to exercise empathy and use of self in engagement and service delivery.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3) Demonstrate the ability to work with individuals, families and groups to identify and work towards accomplishment of shared goals.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

### 2.1.10(b) Assessment

<b>FOUNDATION COMPETENCIES</b>	<b>TASK/ACTIVITY</b>
1) Demonstrate ability to effectively engage with diverse individuals to gather, analyze, and interpret consumer/client information in a coherent, objective manner.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

2) Demonstrate capacity to conduct a comprehensive, collaborative, unbiased assessment that follows legal and ethical guidelines and identifies strengths and needs.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3) Demonstrate ability to involve individuals, family members, and community service providers to develop coordinated intervention plans.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
4) Demonstrate ability to critically determine the most appropriate intervention strategies to implement a plan.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

**2.1.10(c) Intervention**

<b>FOUNDATION COMPETENCIES</b>	<b>TASK/ACTIVITY</b>
1) Demonstrate beginning ability to initiate efforts consistent with service and organizational goals.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
2) Demonstrate capacity to identify and utilize prevention measures that enhance individual clients' strengths and protective factors.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3) Demonstrate capacity to identify and prioritize challenges and to foster solutions that call on clients'/consumers' existing strengths.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
4) Demonstrate capacity and skills to undertake the role of client advocate in negotiating for needed policies, resources and services	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
5) Recognize the importance of understanding the transition & termination processes and demonstrate the capacity to sensitively terminate work.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

**2.1.10(d) Evaluation**

<b>FOUNDATION COMPETENCIES</b>	<b>TASK/ACTIVITY</b>
1) Demonstrate a beginning ability to systemically monitor, analyze and evaluate interventions, applying a knowledge- for- action approach to determine future action.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Seminars <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

**Student**\_\_\_\_\_  
Signature\_\_\_\_\_  
Date**Agency  
Field Instructor**\_\_\_\_\_  
Signature\_\_\_\_\_  
Date**Faculty  
Field Liaison**\_\_\_\_\_  
Signature\_\_\_\_\_  
Date