



**Loyola University Chicago, School of Social Work  
SUPPORTIVE LEARNING PLAN**

The internship supervisor and agency have concerns regarding this student's performance in internship. As a result of this concern, it is appropriate that a formal plan be developed to address this critical component of the student's internship performance. This form is intended to lay out an action plan so that the Loyola Liaison, internship supervisor, and student can work together to address the concerns in alignment with the NASW code of ethics.

Date:

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Student Name:

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Agency:

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Internship Supervisor:

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Loyola Liaison:

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Start Date of Internship:

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Current Number of Hours:

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Please provide narrative of the presenting issue:

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List competency related to area of concern (see below for list of NASW competencies).	Describe student concern(s).	Action steps for student to address concerns.	Deadline for implementing change.
1.	1.	1.	1.
1.	1.	1.	1.

1. What are some of the students' strengths? How can the proposed changes in the above section utilize the students' strengths?
2. Indicate if there is anything the Internship supervisor or Loyola Liaison can do to help the student meet their goals:



The student understands that the 400/600 hours of generalist/specialized level internship is a basic requirement of a CSWE accredited social work program and that without the internship experience; the student will not have fulfilled all necessary graduation requirements. Additionally, with the signatures below, all parties agree and will abide by the procedures as explained in the document.

In the event the student does not meet the expectations of this Supportive Learning Plan, the Internship Supervisor, Loyola Liaison, and student will determine the next steps. Failure to meet the expectations of this Supportive Learning Plan may lead to termination of the internship and/or dismissal from the program. Please see [LUC SSW Internship Manual](#) for additional information.

_____	_____
Name of Loyola Student	Date
_____	_____
Internship Supervisor –Site	Date
_____	_____
Loyola Liaison - Loyola University SSW	Date

(NOTE: Once the form is finalized, please document in SONIA and inform Internship Coordinator.)



## **NASW List of Core Competencies**

### *1. Demonstrate ethical and professional behavior:*

- 1.1 Make ethical decisions by applying standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics as appropriate to context.
- 1.2 Use self-reflection and self-regulation to manage personal values and maintain professionalism in practice situations.
- 1.3 Demonstrate professional demeanor in behavior, appearance, and oral, written, and electronic communication.
- 1.4 Use technology ethically and appropriately to facilitate practice outcomes.
- 1.5 Use supervision and consultation to guide professional judgment and behavior.

### *2. Engage diversity and difference in practice*

- 2.1 Apply and communicate understanding of the importance of diversity and difference shaping life experiences in practice at the micro, mezzo, and macro levels.
- 2.2 Present themselves as learners and engage client and constituencies as experts of their own experience
- 2.3 Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse client and constituencies

### *3. Advance human rights and social, economic, and environmental justice*

- 3.1 Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and systems levels.
- 3.2 Engage in practices that advance social, economic, and environmental justice.

### *4. Engage in practice-informed research and research-informed practice*



- 4.1: Use practice experience and theory to inform scientific inquiry and research
- 4.2: Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.
- 4.3: Use and translate research evidence to inform and improve practice, policy, and service delivery

#### 5. *Engage in policy practice*

- 5.1 Identify social policy and the local, state, and federal level that impacts well-being, service delivery, and access to social services.
- 5.2 Assess how social welfare and economic policies impact the delivery of and access to social services.
- 5.3 Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

#### 6. *Engage with individuals, families, groups, organizations, and communities*

- 6.1 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.
- 6.2 Use empathy, reflection, and interpersonal skills to engage diverse clients and constituencies.

#### 7. *Assess individuals, families, groups, organizations, and communities*

- 7.1 Collect and organize data, and apply critical thinking to interpret information from clients and constituencies
- 7.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.



- 7.3 Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges with clients and constituencies.
- 7.4 Select appropriate intervention strategies based on the assessment, research, knowledge, and values and preferences of clients and constituencies.

*8. Intervene with individuals, families, groups, organizations, and communities*

- 8.1 Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.
- 8.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multi-disciplinary frameworks in interventions with clients and constituencies.
- 8.3 Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.
- 8.4 Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.
- 8.5 Facilitate effective transitions and endings that advance mutually agreed-on goals.

*9. Evaluate practice with individuals, families, groups, organizations, and communities*

- 9.1 Select and use appropriate methods of evaluation of outcomes
- 9.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes
- 9.3 Critically analyze, monitor, and evaluate intervention and program processes and outcomes.
- 9.4 Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

