Example of Learning Plan – Discipline of Social Work

Description of the Agency

Moving out moving on (MOMO) provides support for women with or without children in the city of Sydney who have or are experiencing domestic and family violence and who are homeless or at risk of homelessness. The organisation understands the effects of trauma around DFV and homelessness for the person whom is experiencing such thing. MOMO is a mobile service which is located in four different areas across the inner city of Sydney including: Surry hills community centre, housing NSW Strawberry hills, Newtown Neighbourhood Centre, and Redfern community Centre.

Supervision Agreement and Arrangement

Time and Location

Monday 11.30 to 12.30

Purpose of Content of Supervision

Bring in case studies, either challenging or positive and or general work related scenario’s/topic depending on what the week is like at work. Also reflect on knowledge and experience, and skills.

Preparation for Supervision

Bring in case studies, either challenging or positive and or general work related scenario’s/topic depending on what the week is like at work. Also reflect on knowledge and experience, and skills.

Placement Learning Goals

1. Values and Ethics

Social workers demonstrate that the values of social work are integral to their practice, they uphold their ethical responsibilities and they act appropriately when faced with ethical problems, issues and dilemmas

Learning Goals

- Demonstrate ethical thinking and decision making skills in case manager role.
- Follow the AASW code of ethics when dealing with service delivery and engagement around clients, office staff, external supervisor, service manager and when dealing with all areas relating to SW profession
• My aim at this placement is to demonstrate my skills in ethical thinking and behaviour at all times through advocating and empowering participants at all means, and not to forget the purpose of my position.

• Demonstrate and practise person centred approach to enhance a healthy, respectful professional relationship.

• Demonstrate and practise critical thinking drawing on social work theory and practice.

• Put importance in demonstrating culturally competent and safe practice, keep healthy boundaries and relationships, work in line with human rights values and respect all, keep client records safe, and value informed consent, keep participant at centre in their decision making, and respect their interests, and decisions.

Strategies for Achieving Learning Goals

• Practice new learnt skills with connecting with organisation colleagues and clients.

• Exploration of specific ethical dilemmas in the DV field and a reflection of social work values in this area. Consideration of change and challenges in the DV field.

• Keep in mind that SW profession involves its position in broad areas and be aware of workplace expectations and also own limitations.

• Culturally be aware of self and others.

• Apply ethical decision making or responses when problems arise within workplace and client

2. Professionalism

Social workers demonstrate active promotion and support of the social work profession, act with integrity and ensure accountability

Learning Goals

• It is important to remind myself of my purpose, meaning and strength in any engagements relating to my developing social work profession and use power in ways that would benefit people.

• Behave in ways that I can maintain sustainable practice through healthy, responsible, and dignified manner.

• At my current placement role, it is important to promote safety, knowledge, authenticity, care, constant advocacy, accountability, empowerment, and have ongoing communication to maintain a balance between participant, their family members or guardian, NDIS and organisation I work for.

• It is essential that I keep and grow in my advocacy and keep reminding myself to be in line with the AASW standards and hold my values in person centred manner.

• I would also like to advance my leadership skills, as it is very important for me and also in my current and future roles to be able to give decisions and act in ways that will benefit both workplace relations and participant relations.
- Demonstrate professional character when dealing with organisation and clients. Also hold assertive approach when (necessary) communicating for decision making.

**Strategies for Achieving Learning Goals**

- Be efficient when working with clients and completing work duties. Also apply networking skills effectively at organisation grounds and when dealing with clients.
- Ongoing professional conduct in workplace & to consider the variations that different workers bring to the work with clients.

**3. Culturally Responsive and Inclusive Practice**

Social workers have adequate understanding and knowledge of cultural diversity in order to work in a culturally responsive and inclusive way.

**Learning Goals**

- I aim to demonstrate culturally diverse practice, engaging with people from various backgrounds of faith, philosophy and culture, and promote equal treatment to all. I am aware of every person’s cultural differences and coming from a strong cultural background myself I can relate to different mind sets.
- In saying that I am aware that every person can experience days that feelings do arise, depending on what experience they have been through for the day, so it is important to self-reflect and be aware of own trigger points.

**Strategies for Achieving Learning Goals**

- Observe my personal approach towards sensitive topics, and check in with myself before sharing ideas, also be aware of workplace and client differences. Keep personal Judgements away from workplace and clients to be able to offer valuable service.
- Additional goal in the second half of my placement
- An exploration of cultural diversity within the population that access services via MOMO. Consider access/ gatekeeping challenges.
- Practise knowledge from systems theory, family systems theory, person centred, human rights, and anti-oppressive practice. These are selected approaches that would be in sync with people I engage with, however I am not limited to selected approaches, and will engage with other areas when necessary.

**4. Knowledge for Practice**

Social workers have and obtain the knowledge required for effective practice.
Learning Goals

- Effectively employ theoretical knowledge and social work skills with clients and placement organisation.
- Start applying a critical lens when dealing with upcoming new projects or when dealing with client’s decisions or goal settings.
- Keep in mind the critical SW values such as anti-oppressive practice, advocacy, equality, feminist framework (when necessary), and keep in mind of where those areas fit in the client service settings, and work ethic.

Strategies for Achieving Learning Goals

- Practice social work skills as much as possible at placement. Through practising advocacy, non-judgemental approach, counselling skills and many more social work related practice skills.
- Allow new approaching information around Case Management service delivery and build skills around networking that would benefit future contact profile.
- Start applying social work approaches with clients and also when working with other case managers and team members and focus person-centred with Anti-Oppressive and Critical theory approach.

5. Applying Knowledge for Practice

Social workers demonstrate the skills required to implement knowledge into practice.

Learning Goals

I aim to integrate and apply various modalities, theories and approaches that relate to social work profession.

My current focus would be to increase to develop to work in person centred, family systems, and strengths based practice to be able to maintain a reflective journey in my professional capacity. I am wishing to increase more awareness through participants and family’s experiences through their engagements in services and to be able to support them through their NDIS journey and empower them to realise their strengths, and activism relating to their rights and needs. In saying that I am aware that at times new, unknown transitions could take time and have its process, however keeping each individuals goals, needs, and their life decisions are important to be aware of as they are the elements that could test me in an environment where things are needing to be moving at a speed, however participants own readiness to begin their own journey is at my most importance. myself prior to field education and external supervision and in placement team check ins.
Strategies for Achieving Learning Goals

- Practice social work skills at placement as much as possible, also allow feedback from supervisor and colleagues to further my skills in the social worker position.
- Preparation with external supervision and workplace team meeting is with collecting the information's, or experiences I have gone throughout the week or day, and mostly pick the prioritise the ideas, and experiences I am to share in the supervision or team meetings that would benefit the purpose of sharing.
- Keep open and honest feedback with supervisor, or in team meetings at work, which will benefit growth and team work enhancement.

6. Communication and Interpersonal Skills

Social workers demonstrate skills required to communicate and work effectively with others.

Learning Goals

- Communication and interpersonal skills are important in many fields of work.
- In social work sense, and placement role, I am aware that there are different elements and levels of factors that I will need to be aware of in my engagements.
- Such as knowing that NDIS is a new approaching change for all, there might be ups and downs and gaps in knowledge.
- Therefore, I want to demonstrate keeping communication at centre and collectively working in for change through gathered information in my best ability.
- Due to the complex needs and variety of services the participants are linked to it would be at key value to keep myself informed about the services participants engage with and ways that I can influence and support through in their transition.
- To keep authenticity, empathy, respect, empowerment and advocacy when engaging around participants chosen goals.

Strategies for Achieving Learning Goals

- Observe feedback collected from meeting with supervisor and personally reflect on learning, achievements, benefits and suggestions around developing my skills as a future social worker.
- Additionally discuss upcoming events/news/ regarding case management and client contact. Also continuing the safe space I have created with the case workers and other workers when discussing strategies and updates on client’s wellbeing and also being able to discuss any issues that might rise during the initial or ongoing assessments, case plans etc... with clients.
- It is also essential for me to start working and applying my social work background and values within the DV field and assessing matters regarding clients in the areas where it is right to question whether the service being offered is right for the clients?, and if the clients are safe with the help workers are offering. such example might be; are case managers and other
Social workers are stepping forward with a client in an anti-oppressive, client-centred manner, or are they further suppressing and oppressing a person when they are in the midst of being helpful?

7. Information Recording and Sharing

Social workers are accountable and responsible for the information they collect and keep in the course of their work.

Learning Goals

- It is my responsibility to keep a person’s information safe, confidential and to respect the rights of participants demonstrated trust through our engagements. Therefore I am responsible to use information professionally where participants would benefit through me keeping boundaries in behalf of their privacy.
- Keep placement work hours’ timetable and get it signed at the end of each week by supervisor.
- Collect necessary and useful information relating to placement organisation which will aid work delivery.

Strategies for Achieving Learning Goals

- Receive feedback from task supervisor when I am confused, conflicted.
- Keep a journal on my own triggers at work engagements.
- Listen to what the participants needs are, and what is it that they want out of their NDIS goals.
- Balance the needs of participant, organisation, and external service providers to create a safe environment when sharing information. Prioritise and know whose rights need to be protected.
- Read AASW practice standards when in doubt.
- Speak to other social workers, supervisor to hear their experiences, to learn from their actions. Keep important papers and forms saved on personal computer folder and print necessary placement timetable, information collected for work delivery and study related forms.
- Additional goal in the second half of placement is around note taking experience - as face to face work develops at placement.

8. Professional Development

Social workers demonstrate commitment to ongoing learning through continuing professional development and supervision.

Learning Goals

- Learn, observe, collect, and apply social work skills and knowledge at placement organisation. Therefore this would allow me to build future professional profile in social work field.
- Additional goals in the second half of placement are:
  - Journal writing for reflective practice.
  - Awareness of Vicarious Trauma.
- Attend workshops and trainings offered at placement work place.

**Strategies for Achieving Learning Goals**

- Keep supervision as my core development, access help from college and placement organisation as much as necessary. Also seek constructive feedback.
- Try to journal after every client contact even though it was a direct or indirect interaction.
- Also journal daily or every second day of how I have been feeling, and how I am coping at work environment, including the negative and positive feelings. This action will validate my learning process and keep me grounded when feeling overwhelmed. It could also provide my evidence of how my workplace personal development has progressed in time, if I was to go back to my past work experiences and goals.
- Strategies around further vicarious trauma training might be when recognising burnout and sensitivity regarding what I hear or experience at work, I will reach out to a colleague, supervisor, or friend, or taking time out with other activities, and re grounding exercises such as self-assuring meditation.
- I have also had a vicarious trauma training therefore I have some idea around how to respond to my own overwhelmed feelings. Therefore I will apply strategies accordingly as I have mentioned above.