**SOWK 630**

**Assignment 2**

**Intercultural Competence Self-Assessment and Workplan**

**(25% of Course Grade)**

## *Guidelines*

1. **Aims of Assignment**

The aim of this assignment is to encourage you to reflect on how your diversity and life experiences have influenced various dimensions of your ***professional*** development. Specifically, the assignment asks that you assess different aspects of your intercultural competence in general and as it relates to your area of specialization. Based on this assessment, the assignment also asks that you develop a learning plan that will form a foundation for your professional development this semester.

1. **Format & Approach**

Like Assignment 1, this assignment is presented in a “worksheet” format designed to complement and reflect the required readings and lecture content for the course. This format is designed to encourage you to think both critically and creatively about the assignment items and course material, and about your experience completing the assignment.

**The assignment consists of three parts.** The first part of the assignment consists of a reflection on your professional aspirations and intercultural competence. The second part asks that you describe the kinds of people, values, beliefs, attitudes, and behaviors that have made you feel uncomfortable or unsafe in your personal and professional lives. In Part 3, you are asked to develop a learning plan to enhance your intercultural competence, when working with those that you find uncomfortable or unsafe, in the professional setting that you aspire to practice in after graduation.

1. **Grading & Submission**

Assignment 2 comprises 25% of your final grade. **The Grading Guide & Self-Assessment Table can be found on the last page of this document; please be sure to complete your portion of it prior to submission of this assignment.** Grading for the assignment is based on a 100-point scale. Point values for each question are noted in each section. For this assignment, points will be based on: (a) the presence or absence of a response; (b) the completeness of your response; (c) the clarity and writing quality of your response; (d) the thoughtfulness of your response (characterized by analytical depth and critical thinking); and (e) the extent to which you appropriately integrate and cite course concepts, readings and materials. “Writing quality” refers to your adherence to graduate level writing mechanics in terms of the following:

* organization and structure;
* grammar and punctuation;
* vocabulary and word choice; and
* use of a voice/tone that is scholarly, professional, and engaging.

Please use the following convention for naming your assignment:

[First Initial] [Last Name]-Assignment 2

Ground students should submit assignments via email or as otherwise instructed by your professor. VAC students should submit assignments via the VAC platform.

1. **Learning Outcomes Assessed in Assignment 2**

This assignment relates to objective 1 and to student learning outcomes 2a and 2b.

**Part 1. Reflection on PROFESSIONAL GOALS and INTERCULTURAL Competence**

**(30 POINTS)**

# Instructions

First, carefully review the [NASW Code of Ethics](https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English) and the [CSWE Educational Policies and Accreditation Standards](https://www.cswe.org/getattachment/Accreditation/Standards-and-Policies/2015-EPAS/2015EPASandGlossary.pdf.aspx) and reflect on your professional interest and goals. Then use course concepts, readings and materials to thoughtfully address each item below. The number of points possible for each item is indicated within or at the end of the item. Please adhere to graduate level writing mechanics and APA citation formatting (append any references you might have to the end of the assignment worksheet). Please limit your responses to ONE PARAGRAPH per item or question.

1. Briefly discuss your professional interests and your anticipated area of specialization within the USC School of Social Work. (5 POINTS)
2. Briefly discuss the type of position you hope to obtain and the organizational setting in which you hope to practice immediately upon graduation. (5 POINTS)
3. Thinking about your professional interests and goals, briefly discuss your assessment of your current level of intercultural competence for the specialty area and organizational setting in which you hope to practice, that is, your ability to effectively apply an intersectional lens across ALL phases of professional social work practice, including (a) engagement, (b) assessment, (c) intervention, and (d) evaluation. In your assessment, consider different dimensions of your competence in terms of ***values, knowledge, and skills***. Discuss both your existing strengths and potential for growth within this class in terms of these dimensions of competence in each phase of practice.
   1. *Engagement (5 POINTS):*
   2. *Assessment (5 POINTS):*
   3. *Intervention (5 POINTS):*
   4. *Evaluation (5 POINTS):*

**Part 2. Self-Assessment of Comfort and Safety**

**(25 POINTS)**

# Instructions

*This part of the assignment addresses the* ***cognitive and affective responses*** *dimension of intercultural competence. It requires you to reflect deeply and honestly. You should find this reflection challenging and it may stir up emotions for you. We believe this reflection is essential to your growth as a professional social worker. Although you are being asked to reflect, you are still expected to draw from course concepts, readings and materials when addressing each item or question. As described earlier in the Assignment Guidelines, please adhere to graduate level writing mechanics and APA citation formatting (append any references to the end of the assignment worksheet). Please limit your responses to ONE PARAGRAPH per item or question, unless otherwise instructed.*

*Think about the kinds of people, values, beliefs, attitudes, and behaviors that have made you feel* ***uncomfortable*** *in your personal and professional lives. Also, think about the people, values, beliefs, attitudes, and behaviors that have made you feel* ***unsafe****. For example, you might feel uncomfortable with people who have particular sexual orientations or with people who have ethnic backgrounds different from yours. Perhaps, you feel unsafe to be around people who hold certain political or spiritual views.*

1. List and briefly describe the kinds of people, values, beliefs, attitudes, and behaviors that make you feel **uncomfortable** (5 POINTS).
2. What are some of the experiences and reasons that might explain why you feel this way (5 POINTS)?
3. List and briefly describe the kinds of people, values, beliefs, attitudes, and behaviors that make you feel **unsafe** (5 POINTS).
4. What are some of the experiences and reasons that might explain why you feel this way (5 POINTS)?
5. In what ways might these experiences and feelings of discomfort and lack of safety influence your ability to carry out your professional responsibilities and to achieve the professional goals you reflected on in Part 1 (5 POINTS)?

***Congratulate yourself for doing some difficult, but important, work.***

***We appreciate your willingness to reflect honestly and to be vulnerable.***

***Thank you!***

**Part 3. Individualized Learning Plan**

## (45 POINTS)

# Instructions

In this final part of the assignment, we ask that you think back to what you reflected on and wrote about in Parts 1 and 2 of the assignment. We also ask that you reflect again on your professional goals and the type of social work position you would like to obtain immediately following graduation.

Now imagine yourself working in the position you would like to obtain immediately following graduation.

Imagine that you have a new client. Imagine that your client has the characteristics or qualities that make you feel **uncomfortable** or **unsafe**, but you are committed to being the best social worker possible and to helping your client.

*Individualized Learning Plan Guidelines*

To enhance your intercultural competence and your ability to work effectively with the kind of client that makes you feel uncomfortable or unsafe, you are asked to develop a learning plan that you will carry out this semester. The learning is unique to you, individualized to reflect your professional goals, interests, and learning needs. When formulating your plan, please integrate course concepts, readings and materials, and adhere to graduate level writing mechanics and APA citation format (remember to add new citations to your reference list).

**Please use the table on the following page to lay out your learning plan.** In the table, please specify (a) at least one professional development goal for each competency dimension (i.e., values, knowledge, skills, cognitive & affective responses) , (b) strategies and activities for achieving those goal(s), (c) target dates to complete your strategies and activities, and (d) indicators of change and achievement.

Some suggested strategies and activities are listed below:

1. Professional readings (e.g., peer reviewed journal articles)
2. Non-professional readings (e.g., short-stories, novels and poems)
3. Movies, documentaries, plays, or other artistic events
4. Interviews
5. Informal discussions
6. Cultural activities or events
7. Visits to museums, cultural centers or other cultural sites
8. Visits to professional organizations
9. Community or neighborhood immersions
10. Professional development trainings
11. Other (will require approval from your instructor)

You are responsible for implementing and monitoring your learning plan throughout the remainder of the semester and updating and revising your plan as needed in order to achieve your professional development goals. **PLEASE NOTE: IN ASSIGNMENT 4, YOU WILL BE ASKED TO REPORT ON YOUR EXPERIENCES CARRYING OUT YOUR PLAN AND YOUR LEVEL OF PROGRESS IN ACHIEVING YOUR LEARNING GOALS**.

**Individualized Learning Plan for Enhancing Intercultural Competence**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Competency Components to Address** | **Professional Development Goals**  **(20 POINTS)** | **Proposed Strategies and Activities (please individualize)**  **(20 POINTS)** | **Target Date to Complete Strategies and Activities**  **(1 POINT)** | **Indicators of Change and Achievement**  **(4 POINTS)** |
| 1. Values |  |  |  |  |
| 1. Knowledge |  |  |  |  |
| 1. Skills |  |  |  |  |
| 1. Cognitive and Affective Reactions |  |  |  |  |

**References**

*(Please use proper APA formatting)*

**Grading Guide & Self-Assessment**

**PLEASE COMPLETE AND SUBMIT WITH THE ASSIGNMENT**

**Instructions**

Please complete and submit this self-assessment of your work. Your self-assessment should help to ensure that you have responded to each item completely, thoughtfully, clearly, with good writing quality, and with appropriate citations and consideration of the course material. It will also provide a starting point for discussion if your self-assessment differs from your instructor’s assessment of your work.

**In the table below,** determine the number of points you believe you have earned on each item, out of the number possible (Column A), based on a careful and objective review of your work. Note your assessment of points earned in Column B. Your instructor will provide their assessment of the points earned in Column C, and then return this document to you upon completion of grading.

|  |  |  |  |
| --- | --- | --- | --- |
|  | COLUMN A | COLUMN B | COLUMN C |
| Item | **Possible Points** | **Self-Assessment** | **Instructor Assessment** |
| Part 1. REFLECTION ON PROFESSIONAL GOALS AND INTERCULTURAL COMPETENCE | **30 TOTAL** |  |  |
|  | 10 |  |  |
|  | 10 |  |  |
|  | 10 |  |  |
|  |  |  |  |
| Part 2. SELF-ASSESSMENT OF COMFORT AND SAFETY | **25 TOTAL** |  |  |
|  | 5 |  |  |
|  | 5 |  |  |
|  | 5 |  |  |
|  | 5 |  |  |
|  | 5 |  |  |
|  |  |  |  |
| Part 3. INDIVIDUALIZED LEARNING PLAN | 1. **TOTAL** |  |  |
| Goals | 20 |  |  |
| Strategies | 20 |  |  |
| Target Dates | 1 |  |  |
| Indicators | 4 |  |  |
|  |  |  |  |
| TOTAL POINTS | **100** |  |  |