

## Outline of Key Elements

### Macro-Focused Exam

Use the following outline if the work you are analyzing involved program development, curriculum development, community organizing, policy analysis, policy development, legislative advocacy, program evaluation, grant writing, administration/management, or another macro-focused effort. Reminder: *Your case should be from your concentration year internship.*

1. Introduction
  - A. Provide the name of your agency (or at least the type of agency) and the population with whom you work.
  - B. Identify the macro intervention and your level of involvement in the intervention.
  - C. Discuss the problem or challenge that prompted the intervention.
  
2. Diversity
  - A. Discuss how aspects of diversity impacted the intervention. This can include the demographics of the community that the intervention impacts and how it shapes their life experiences, the diversity of the organization including the staff and clients, the community or clients' experience with the problem or challenge, the community or clients' relationship with the agency, and any other issues related to diversity and inclusion, power and privilege.
  - B. Explain how you considered or integrated the community's or client's culture, race, ethnicity, sexual orientation, gender, gender expression, social class, religion, age, or disability into the intervention. How did you or could you have appropriately responded to your work in the context of culturally humble practice?
  
3. Social Justice  
Provide a brief definition of social justice and discuss how an issue of social justice that fits with the definition can be seen either in the work that you did, a policy or practice in the agency, or in the people's lives this intervention will affect.
  
4. Values and Ethics  
Using the Social Work Code of Ethics, discuss how social work values and ethics did or could have shaped the work you did on this intervention.
  
5. Literature Review  
Provide an overview of the conceptual literature and/or research that guides your understanding of the client population, problem/challenge addressed, or intervention selected. In this section, you should review and cite (using APA) a **minimum of three peer-reviewed articles**, at least one of which should be an empirical research study. In discussing this study, cover the research methods used, results, and how the author(s) conclusions guided your work.
  
6. Policy  
Discuss how at least one federal, state, county, local or agency policy had an impact on this case. You can discuss how it shaped the work you did, how it shapes the life/lives of the client(s), how it affects the work that the agency does, etc.

7. Human Behavior & the Social Environment

Discuss a theoretical framework that did or could have guided your work on this intervention. Discuss how the theory offers insight about the agency's clients, the community, the population group, the problem and/or the intervention you chose. Be sure to choose a theory that explains behavior (e.g. ecological systems theory, empowerment theory, learning theory, cognitive theory, organizational theory, etc.) and not a practice theory or model (e.g. Motivational Interviewing, Solution-Focused Practice, CBT, DBT, etc.). Make sure to clearly tie the theory to your intervention.

8. Practice

Describe the intervention, why it was chosen, what you did, how it worked, why it was appropriate for this problem or challenge, and discuss an alternative intervention that could have been used, based on what you learned and discussed in the literature review and from your theoretical framework.

9. Outcome Evaluation

How did you, or could you have, evaluated the intervention to determine if it was successful? This should include a discussion of what success might mean in this case.

10. Reflection

Discuss what you learned from this intervention that might shape the work you do in the future. Identify any biases and/or emotional reactions that came up for you in working on this intervention. How did you manage those reactions?