**WVU School of Social Work-MSW Field Placement Experience  
SOWK 682 ADVANCED INTERNSHIP LEARNING CONTRACT  
COMMUNITY ORGANIZATION/SOCIAL ADMINISTRATION PRACTICE TRACK**

**I. Demographic and Identifying Information**

Student: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Student Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_State:\_\_\_\_\_Zip:\_\_\_\_\_\_\_\_\_\_\_\_Phone:\_\_\_\_\_\_\_\_\_\_\_\_

MSW Field Faculty Liaison: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Agency Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

City:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State:\_\_\_\_\_ Zip: \_\_\_\_\_\_\_ Phone:( )\_\_\_\_\_\_\_\_\_\_\_\_\_

Please describe any special conditions or considerations regarding placement which have been agreed to by the School (if any):

All parties signing this document agree to abide by the current Nat’l Assoc. of Social Worker's Code of Ethics.

Student: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_

Task Supervisor (as appropriate): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_

Field Instructor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_

WVU Faculty Liaison: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_

**Directions: USE OF THIS FORMAT IS REQUIRED:** To create your learning contract, **fill in** this cover page directly, print off and attach to the remainder of the document.

1. You must identify Placement Specific Learning Activities that reflect how the practice behaviors for each competency are implemented, demonstrated or articulated within the specific field placement setting in order to meet all the expected outcomes for the master's level graduate. Type the placement specific activities and assignments directly into the right hand column beside the corresponding practice behavior. As you type, the space will expand to accommodate. Please be concise, yet provide enough detail, regarding the activities, including such info as number of cases, projects, or frequency of activity, specific groups involved, etc.

2. As you develop the learning contract, consult with your field instructor regarding the activities and time frames for completion. The competencies and practice behaviors on the learning contract are the same areas on which you will be evaluated.

**II. Field Site, Field Instructor and Student Information Related to Placement**

**A. Agency and Field Instructor**

1. **Description of field setting (Type of agency, e.g.Hospital) population served, basic services provided)**
2. **Description of specific unit/service of which field instructor is a part (e.g. Outpatient, Cancer Center, NICU, etc.)**
3. **Supervisory Schedule?**

**B. Student Self-Assessment related to placement**

1. **Assessment of current strengths**
   1. **Knowledge**
   2. **Skills**
   3. **Values**
2. **Assessment of Limitations**
   1. **Knowledge**
   2. **Skills**
   3. **Values**

**C. Career Goals**

**D. Experiences desired during placement in field setting (i.e. what do you want to learn?)**

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**Community Organizing and Social Administration (COSA) Advanced Field Placement Competencies and Practice Behaviors**

Instructions: List placement-specific activities and/or assignments which you will conduct or participate in that pertains or relates to the practice behavior. Be concise, using a bulleted list as opposed to vast amounts of text. There is no minimum or maximum number of items required, however, each PB should have at least one activity/assignment associated with it, even if it is to be conducted outside of the primary placement site (i.e. if primary placement site does not/cannot provide a specific activity, student may go to another site to experience that activity on a limited time frame/basis).

**Educational Plan (EP) 2.1.1 Competency (formerly known as Learning objective): Identify as a professional social worker and conduct oneself accordingly.**

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| **Practice Behaviors (formerly known as Learning Tasks)** | **Placement Specific Learning Activities/Assignments** |
| 1. Advocates for client access to the services of social work |  |
| 1. Practices personal reflection & self-correction to assure continual professional development |  |
| 1. Attends to professional roles and boundaries |  |
| 1. Demonstrates professional demeanor in behavior, appearance, and communication |  |
| 1. Engages in career-long learning |  |
| 1. Uses supervision and consultation |  |
| 1. **Demonstrate management and coordination skills which reflect advanced practice methods** |  |
| 1. **Represent the values and perspectives of the profession of Social Work in interdisciplinary settings.** |  |

**EP 2.1.2 Apply social work ethical principles to guide professional practice.**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Recognizes & manages personal values in a way that allows professional values to guide practice |  |
| 1. Makes ethical decisions by applying standards of the NASW Code of Ethics |  |
| 1. Tolerates ambiguity in resolving ethical conflicts |  |
| 1. Applies strategies of ethical reasoning to arrive at principled decisions |  |
| 1. **Articulates how factors such as political and ethical climate, funding, and organizational structure influence service delivery systems** |  |

**EP 2.1.3 Apply critical thinking to inform and communicate professional judgments.**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Distinguishes, appraises, & integrates multiple sources of knowledge, including research-based knowledge and practice wisdom |  |
| 1. Analyzes models of assessment, prevention, intervention, and evaluation |  |
| 1. Demonstrates effective oral communication in working with individuals, families, groups organizations, communities, & colleagues |  |
| 1. Demonstrates effective written communication in working with individuals, families, groups organizations, communities, & colleagues |  |
| 1. **Critically assesses available organizational, community, or policy data and seeks out additional sources of information when needed** |  |

**EP 2.1.4 Engage diversity and difference in practice.**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Recognizes the extent to which a culture’s structures & values may oppress, marginalize, alienate, or create or enhance privilege & power |  |
| 1. Gains sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups |  |
| 1. Recognizes & communicates understanding of the importance of difference in shaping life experiences |  |
| 1. Views themselves as learners and engages those with whom they work as informants |  |
| 1. **Identifies heterogeneity within cultures and individualizes each new situation** |  |
| 1. **Develops professional competence in working with persons different from self especially as applies to diverse and marginalized groups** |  |
| 1. **Uses differences from a strengths perspective in organizational, community, and political strategies** |  |

**EP 2.1.5 Advance human rights and social and economic justice.**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Understands the forms & mechanisms of oppression & discrimination |  |
| 2. Advocates for human rights & social and economic justice |  |
| 3. Engages in practices that advance social & economic justice |  |
| **4. Demonstrates an understanding of how the cultural context shapes the experience of difference, especially in rural areas** |  |

**EP 2.1.6 Engage in research-informed practice and practice-informed research.**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Uses practice experience to inform scientific inquiry |  |
| 2. Evaluates (determines the value of) research studies |  |
| 3. Applies research evidence to practice situations |  |
| 4. Uses evaluation findings to inform and improve practice |  |
| **5. Uses evaluation findings to advance the knowledge base of the profession** |  |

**EP 2.1.7 Apply knowledge of human behavior and the social environment.**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Utilizes conceptual frameworks to guide the processes of assessment, intervention, & evaluation |  |
| 1. Critiques and applies knowledge to understand person and the environment |  |
| 1. **Interacts with organizational, community, and/or political constituencies in a culturally competent manner with special attention to rural values** |  |

**EP 2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social work services.**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Analyzes, formulates, & advocates for policies that advance social well-being |  |
| 1. Collaborates with colleagues & clients for effective policy action |  |
| 1. **Monitors the implementation of community and organizational policy as it relates to the effective delivery of services to clients** |  |
| 1. **Actively seeks knowledge regarding current federal, state, and local policy relevant to the context of service** |  |
| 1. **Organizes and implements community dialogues to promote awareness of social problems, as well as the development of solutions** |  |
| 1. **Practices active citizenship** |  |
| 1. **Encourages others to practice active citizenship** |  |

**EP 2.1.9 Respond to contexts that shape practice.**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Continuously discovers, appraises & attends to changing locales, populations, scientific & technological developments, and emerging societal trends to provide relevant services |  |
| 1. Demonstrates the applicability of generalist practice to rural social work settings |  |
| 1. Provides leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services |  |
| 1. **Advocates for equitable access to resources for rural populations** |  |
| 1. **Identifies and address service gaps in rural contexts** |  |
| 1. **Addresses ethical dilemmas in the climate, funding, and organization unique to rural contexts utilizing the NASW Standards of Cultural Competency as appropriate** |  |

**EP 2.1.10 (a)-(d) Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**

1. **Engagement**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Substantively & affectively prepares for action with individuals, families, groups, organizations, & communities |  |
| 1. Uses the following elements of positive helping relationships to engage clients: |  |
| a. Empathy |  |
| b. Warmth |  |
| c. Genuineness |  |
| d. Nonverbal communication skills |  |
| e. Verbal communication skills |  |
| 1. Develops a mutually agreed-upon focus of work & desired outcomes |  |
| 1. **Uses rapport building techniques appropriate to the context of contact/service in order to initiate effective working relationships in macro contexts** |  |
| 1. **Practices techniques/strategies that promote and sustain collaborative organizational and community relationships** |  |

1. **Assessment**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Collects, organizes, & interprets client data |  |
| 1. Assesses client strengths & limitations |  |
| 1. Develops mutually agreed-on intervention goals & objectives |  |
| 1. Selects appropriate intervention strategies |  |
| 1. **Develops and implements on-going assessment strategies consistent with COSA practice model(s)** |  |

1. **Intervention**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Initiates actions to achieve organizational goals |  |
| 1. Implements prevention interventions that enhance client capacities |  |
| 1. **Advocates for the use of prevention models to address macro client problems** |  |
| 1. Helps clients resolve problems |  |
| 1. Negotiates, mediates, and advocates for clients |  |
| 1. Facilitates transitions and endings |  |
| 1. **Selects, utilizes, and adapts appropriate COSA practice strategies** |  |
| 1. **Demonstrates a developing theoretical framework appropriate to different community, organizational, and political situations** |  |

1. **Evaluation**

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| **Practice Behaviors** | **Placement Specific Learning Activities/Assignments** |
| 1. Describes and analyzes an agency’s efforts to evaluate services and programs |  |
| 1. Monitors client progress throughout intervention |  |
| 1. Evaluates the outcome of interventions in practice |  |
| 1. **Designs and conducts an evaluation of COSA practice model(s) as applied in a specific organizational, community, or political situation** |  |