



MSW SPECIALIZATION LEARNING CONTRACT

SOWK 682

Learning Contract Development

You will be evaluated on the Competencies and Practice Behaviors included in your learning contract at Mid-term and Final Assessment points. Students must consult with their field supervisor regarding activities and timelines as they develop their draft Learning Contract. Students must identify placement-specific learning activities that reflect how the behaviors for each competency are demonstrated within the placement setting to meet the expected outcomes for an MSW degree.

Once all sections are drafted/completed, **students submit their 1st draft to their faculty field liaison for feedback and suggested revisions**, which are common. Final Learning Contracts require agreement by the student, field supervisors, and faculty field liaison.

Section I. Student and Agency Information

Student Name:

WVU Field Faculty Liaison:

Field Instructor:

Site Supervisor:

Agency:

City:

State:

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

Section II. Field Placement Site Location, Field Instructor, and Student Self-Assessment

1. Provide a short description of your field setting, including the type of organization/agency (e.g. hospital), population served, and basic services provided.

2. Provide a short description of your Field Instructor's specific unit/area (e.g. Outpatient)
3. Describe your planned supervisory schedule.
4. Share more about your current strengths relating to the field population, issue, and/or services provided during your upcoming field placement. (Knowledge, skills, and values)
5. Share more about your limitations and areas for growth relating to the field population, issue, and/or services provided during your upcoming field placement. (Knowledge, skills, and values)
6. Describe how this field placement will contribute to your career aspirations and plans in Social Work.
7. Share more about the desired experiences and new learnings you are hoping for during your placement in this field setting.

Section III. Advanced Field Placement Competencies and Practice Behaviors

Directions: Please type your placement specific activities to the right of the corresponding behavior, and provide activity details where appropriate, such as the anticipated number of cases, projects, frequency of activity, specific groups involved, etc.

Learning Activity Guidelines

1. **Two (2) activity minimum:** For each practice behavior listed within a competency, students should include a minimum of two fulsome activities, reflecting both the activity and verification aspect.
2. **Personalize activities:** Develop activities using 1st person language and use "I will" action statements.
3. **Tailor to issue/agency:** Sample activities/examples should inspire activities that are tailored to reflect the student's placement agency, service arena, and target populations.
4. **Verification:** Students should include a variety of ways that their completion of learning activities can be verified. Reflecting on the question, "How will my supervisor know that I completed this?" is a good way to think about the verification aspect in each activity.

Ways to verify activity completion include:

- Discuss activity in supervision
- Develop a written document based on conducted research/exploration, such as a report, fact sheet or proposal
- Develop and discuss a written reflection that documents your thoughts and observations, such as a process recording, critical case incident, or competency reflection

- Attendance and/or participation at a specific event

5. **Required activities:** Students should add to areas that already include a required activity to meet the two-activity minimum

The following example includes both the action and the verification aspect.

Activity Example: I will complete research focusing on expanding services to marginalized groups, such as immigrants and refugees, and provide a “report out” during a staff meeting to share my findings.

Competency 1: Demonstrate Ethical and Professional Behavior

Advanced integrated practice social workers independently apply professional values and ethics, as well as relevant laws and regulations, in advanced practice with diverse clients and constituencies across micro, mezzo, and macro systems and within interprofessional settings. They respect and value the role and expertise of clients, constituencies, and interdisciplinary team members and work collaboratively to address social and human problems at complex ways. Advanced practitioners apply an anti-racist and anti-oppressive lens in resolving ethical issues. Advanced integrated practice social workers identify as a professional social worker and conduct themselves accordingly in multilevel, collaborative, and interprofessional social work practice. Advanced integrated practice social workers:

Practice Behaviors	Placement Specific Learning Activities and Assignments
a. independently apply social work values, the NASW Code of Ethics, and relevant laws and regulations to coordinate change efforts in working with clients and constituencies;	1. 2.
b. initiate and sustain professional roles and boundaries with clients and constituencies; and	1. I will identify two incidents where potential boundary and/or role violations were possible and share during supervision. 2.
c. identify and effectively manage ethical dilemmas by applying anti-racist, anti-oppressive perspectives, the standards of the NASW Code of Ethics, and relevant laws and regulations.	1. I will discuss how anti-oppressive perspectives, the NASW Code of Ethics, and models for ethical decision making apply to two actual and/or potential ethical dilemmas related to my field placement in supervision. 2.

Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice

Advanced integrated practice social workers apply a human rights perspective and social, economic, and environmental justice in advanced practice through multilevel, collaborative, and interprofessional social work practice. They seek to remedy the inequitable distribution of power and privilege, and to promote human rights and social, racial, economic, and environmental justice. Advanced practice social workers:

Practice Behaviors (formerly known as Learning Tasks)	Placement Specific Learning Activities and Assignments
a. apply a human rights perspective and a social, racial, economic, and environmental justice framework in advanced practice through multilevel, collaborative, and interprofessional advanced practice; and	1. I will participate in town hall meetings, community forums, collaborative policy councils, etc. and share in supervision the potential social justice impact of policies or initiatives. 2.
b. seek to remedy the inequitable distribution of power and privilege to promote human rights and social, racial, economic, and environmental justice.	1. I will draft an agency policy to better serve client population, with a focus on equity and share in supervision. 2.

Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice

Advanced integrated practice social workers incorporate knowledge of anti-racism, diversity, equity, and inclusion in advanced practice with clients and constituencies. They seek to remedy social and racial injustice through anti-racist and anti-oppressive practice methods. They incorporate dimensions of diversity and intersectionality in applying advanced theories and methods of practice in collaboration with clients and constituencies. They demonstrate cultural humility in advanced practice. Advanced integrated practice social workers:

Practice Behaviors (formerly known as Learning Tasks)	Placement Specific Learning Activities and Assignments
a. incorporate knowledge of anti-racism, diversity, equity, and inclusion in advanced practice with clients and constituencies;	1. 2.
b. seek to remedy social and racial injustice through anti-racist and anti-oppressive practice; and	1. 2.
c. demonstrate cultural humility in advanced practice.	1. I will identify 1-2 underserved and/or marginalized groups and discuss cultural humility in supervision. 2.

Competency 4: Engage in Practice-Informed Research and Research-Informed Practice

Advanced integrated practice social workers independently incorporate culturally informed, anti-racist and anti-oppressive approaches in conducting research and/or applying research evidence in advanced integrated practice with clients and constituencies. They use and translate research evidence to inform and improve practice, policy, and service-delivery across systems. They use and translate evidence-based research knowledge to inform practice, and they work collaboratively with others to evaluate and improve evidence-informed practice. Advanced integrated practice social

workers:

Practice Behaviors (formerly known as Learning Tasks)	Placement Specific Learning Activities and Assignments
a. independently incorporate culturally informed, anti-racist and anti-oppressive approaches in conducting research and/or applying research evidence in advanced integrated practice with clients and constituencies; and	1. 2.
b. use and translate research evidence to inform and improve practice, policy, and service-delivery across systems.	1. 2.

Competency 5: Engage in Policy Practice

Advanced integrated practice social workers are knowledgeable of linkages among direct practice and community and organizational policy and practice. They engage in multilevel, collaborative practice that includes policy practice analysis. Using an anti-racist and anti-oppressive lens, they understand and seek to influence the impact of policies on individuals and organizations. Advanced integrated practice social workers:

Practice Behaviors (formerly known as Learning Tasks)	Placement Specific Learning Activities and Assignments
a. use an anti-racist and anti-oppressive lens to understand and influence the impact of policies on individuals and organizations; and	1. I will explore and research policy initiatives on the state level, with a focus on policies relating to social justice issues and their impact on service delivery and discuss in supervision. 2.
b. collaborate with clients, constituencies, and interprofessional stakeholders to promote awareness of social problems, the development of solutions, and effective policy action.	1. 2.

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Advanced integrated practice social workers effectively engage with clients, constituencies, and interdisciplinary professionals at all levels of practice. They use engagement to develop and maintain effective working relationships with diverse clients, constituencies, and professionals. They incorporate self-reflection and understanding of bias, power, and privilege in engagement with diverse clients and constituencies. Advanced integrated practice social workers:

Practice Behaviors (formerly known as Learning Tasks)	Placement Specific Learning Activities and Assignments
a. use rapport building techniques to develop and maintain effective working relationships with diverse clients, constituencies, and professionals; and	1. 2.
b. independently apply social work engagement skills to facilitate effective working relationships with diverse clients, constituencies, and professionals.	1. 2.

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Advanced integrated practice social workers assess the efficacy of theoretical perspectives and differentially apply those in assessment with diverse individuals, families, groups, organizations, and communities. They collaborate in interprofessional teams when appropriate in assessment with clients and constituencies. Advanced integrated practice social workers:

Practice Behaviors (formerly known as Learning Tasks)	Placement Specific Learning Activities and Assignments
a. independently determine assessment strategies consistent with the level and context of practice; and	1. 2.
b. identify and incorporate the perspectives of diverse clients, constituencies, and interprofessional teams in the assessment process as appropriate to the service context.	1. 2.

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Advanced integrated social workers recognize that effective intervention often requires multilevel, interprofessional collaboration. In addition to focused or discrete intervention efforts, advanced integrated practice social workers leverage interprofessional and/or inter-organizational collaboration to achieve client and constituency goals. They recognize that prevention is a critical component of effective, social work practice across systems. Advanced integrated practice social workers:

Practice Behaviors (formerly known as Learning Tasks)	Placement Specific Learning Activities and Assignments
a. apply and evaluate evidence-informed interventions relevant to the practice context; and	1. 2.
b. initiate interprofessional collaboration to coordinate intervention efforts as appropriate to the practice context.	1. 2.

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

Advanced integrated practice social workers collaborate with diverse clients, constituencies, and professionals to effectively evaluate practice outcomes. They apply anti-racist and anti-oppressive perspectives in evaluating practice. They utilize evaluation findings to inform and improve practice, policy, and service delivery effectiveness. Advanced integrated social workers:

Practice Behaviors (formerly known as Learning Tasks)	Placement Specific Learning Activities and Assignments
a. design and conduct collaborative, practice-based evaluation methods and apply findings to improve practice, policy, and/or service delivery effectiveness; and	1. 2.
b. apply anti-racist and anti-oppressive perspectives in evaluating practice.	1. 2.

By signing this document, I affirm that the planned activities are reasonable and conducive to social work competency development, and will be supported and implemented in accordance with the NASW Code of Ethics.

Student: Date

Site Supervisor (as appropriate): Date

Field Instructor: Date

WVU Field Faculty Liaison: Date