

## **MSW GENERALIST LEARNING CONTRACT**

**SOWK 581**

### **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 1<sup>st</sup> 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:

ID#:

WVU Field Faculty Liaison:

Field Instructor:

Site Supervisor:

Placement Agency:

Site City:

Site 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.

a. Knowledge:

b. Skills:

c. 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.

a. Knowledge:

b. Skills:

c. 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. MSW Foundation Generalist 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 1<sup>st</sup> 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.

## Educational Plan Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels. Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior. Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession. Social Workers also understand the role of other professions when engaged in inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective. Social workers also understand emerging forms of technology and the ethical use of technology in social work practice. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<p><b>1. Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context.</b></p>	<p>Required: I will complete and maintain HIPAA certification throughout placement and discuss relevant aspects with supervisor.            Required: I will discuss how 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.</p> <p>1. 2.</p>
<p><b>2. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.</b></p>	<p>1. 2.</p>
<p><b>3. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.</b></p>	<p>Required: I will review the Field Education Handbook and discuss any potential challenges during supervision and seminar.</p> <p>1. 2.</p>
<p><b>4. Use technology ethically and appropriately to facilitate practice outcomes.</b></p>	<p>Required: I will review the Social Work Tech Standards and discuss in supervision at least 2 examples of how they apply to the field placement setting.</p> <p>1. 2.</p>
<p><b>5. Use supervision and consultation to guide professional judgment and behavior.</b></p>	<p>Required: I will identify two incidents where potential boundary and/or role violations were possible and share during supervision.</p>

- 1.
- 2.

**Competency 2: Engage Diversity and Difference in Practice**

Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that, as a consequence of difference, a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim. Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture’s structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<b>1. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.</b>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
<b>2. Present themselves as learners and engage clients and constituencies as experts of their own experiences.</b>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
<b>3. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.</b>	<p>Required: I will identify 1-2 underserved and/or marginalized groups and discuss cultural competency and diversity awareness in supervision.</p> <ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>

**Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice**

Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education. Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights. Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<b>1. Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.</b>	<ol style="list-style-type: none"> <li>1.</li> <li>2.</li> </ol>
<b>2. Engage in practices that advance social,</b>	<ol style="list-style-type: none"> <li>1.</li> </ol>

economic, and environmental justice.

2.

#### **Competency 4: Engage In Practice-informed Research and Research-informed Practice**

Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice. Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge. Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<b>1. Use practice experience and theory to inform scientific inquiry and research.</b>	1. 2.
<b>2. Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.</b>	1. 2.
<b>3. Use and translate research evidence to inform and improve practice, policy, and service delivery.</b>	1. 2.

#### **Competency 5: Engage in Policy Practice**

Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels. Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings. Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy. They are also knowledgeable about policy formulation, analysis, implementation, and evaluation. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<b>1. Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.</b>	Required: I will explore and research policy initiatives relating to rural service delivery on the state level and discuss in supervision. 1. 2.
<b>2. Assess how social welfare and economic policies impact the delivery of and access to social services.</b>	Required: I will participate in town hall meetings, community forums, collaborative policy councils, etc. and share policy relevance during supervision and seminar. 1. 2.

<b>3. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.</b>	1.
	2.

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

Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<b>1. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.</b>	1.
	2.
<b>2. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.</b>	1.
	2.

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

Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness. Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<b>1. Collect and organize data, and apply critical thinking to interpret information from clients and constituencies.</b>	1.
	2.
<b>2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies.</b>	1.
	2.

<b>3. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.</b>	1.
	2.
<b>4. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.</b>	1.
	2.

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

Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities. Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies. Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals. Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<b>1. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.</b>	1.
	2.
<b>2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.</b>	1.
	2.
<b>3. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.</b>	1.
	2.
<b>4. Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.</b>	Required: As it relates to 1-2 client situations, I will incorporate cultural competency and diversity awareness learnings into treatment plans with clients and discuss in supervision.
	1. 2.
<b>5. Facilitate effective transitions and endings that advance mutually agreed-on goals.</b>	1.
	2.

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

Social workers understand that evaluation is an ongoing component of the dynamic and interactive

process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities. Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness. Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Social workers:

<b>Practice Behaviors (formerly known as Learning Tasks)</b>	<b>Placement Specific Learning Activities and Assignments</b>
<b>1. Select and use appropriate methods for evaluation of outcomes.</b>	1. 2.
<b>2. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.</b>	1. 2.
<b>3. Critically analyze, monitor, and evaluate intervention and program processes and outcomes.</b>	1. 2.
<b>4. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.</b>	1. 2.

**Signatures**

**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.**

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

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

\_\_\_\_\_  
Student:    Date

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