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**MSW Field Practicum**

**ADVANCED PRACTICE YEAR**

**INDIVIDUAL LEARNING CONTRACT**

# Student Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Agency: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Agency Field Instructor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

This learning contract follows the nine specific Core Competencies identified by the Council on Social Work Education (CSWE) that Social Work Practitioners should possess.

* The student and field instructor should meet early in the student's placement to identify specific agency learning activities that the student will participate in to give the student an opportunity to practice and demonstrate competency in each area over the course of the practicum.
* Learning activities described in this contract should be specific, stated in measurable terms, and demonstrate meaningful and robust activities or assignments in each individual behavior area to ensure development and practice in the competency categories listed.
* The learning contract should include opportunities for student practice in live or simulated situations and activities in individual, group, family, organization and community contexts with subsequent feedback.

**There should be *at least one*** **learning activity related to each practice behavior listed under each competency category.**

Also, remember to identify assignments in the plan that you may want to use as evidence of competency in the final Field Portfolio.

The IWU Faculty Liaison should review and make additional recommendations for activities before approving the contract. The student is responsible for obtaining all needed signatures, and providing copies to the Field Instructor and to the Faculty Liaison.

**Core Competency 1: Demonstrate Ethical and Professional Behavior in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis skillfully utilize the value base of the profession and its ethical standards, as well as relevant laws and regulations that impact advanced practice at the micro, mezzo and macro levels. Advanced social work practitioners with a clinical emphasis utilize ethical frameworks and knowledge in practice, research, and policy arenas. Advanced social work practitioners with a clinical emphasis consider personal values and the distinction between personal and professional values in working with diverse populations and application of theory in practice. They also evaluate their personal experiences and the influence of cognitive and affective reactions on their professional judgment and behavior. Advanced social work practitioners with a clinical emphasis are grounded in the knowledge of the profession’s history, its mission, and the roles and responsibilities of the profession and seek to demonstrate Christ-like ethical integrity through character, scholarship, and leadership. Advanced social work practitioners with a clinical emphasis also recognize and support the role of other professions when engaged in inter-professional teams. Advanced social work practitioners with a clinical emphasis commit to life-long learning and to continually updating their skills to ensure they are relevant and effective. Advanced social work practitioners with a clinical emphasis responsibly manage emerging forms of technology and use of technology ethically in social work practice.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By when** |
| Implements 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. |  |  |
| Integrates reflection and self-regulation to manage personal values and maintain professionalism in practice situations |  |  |
| Demonstrates professional demeanor in written, oral, and electronic communication |  |  |
| Implements ethical use of technology |  |  |
| Assesses feedback from supervision and consultation to guide professional judgment and behavior |  |  |
| Collaborates with interdisciplinary teams to create ethically sound interventions |  |  |

**Core Competency 2: Engage Diversity and Difference in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis integrate their knowledge and understanding of how development, diversity, and difference characterize and shape the human experience and influence the formation of identity. Advanced social work practitioners with a clinical emphasis understand diversity in the context of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity, immigration status, marital status, political ideology, race, religion/spirituality, sexual orientation and geographic location. Advanced social work practitioners with a clinical emphasis understand the interaction and impact of social, economic and environmental justice on client systems, incorporating an ecological and whole person framework into practice. Advanced social work practitioners with a clinical emphasis are aware of and effectively manage cognitive and affective processes as they engage diversity and difference in practice. Advanced social work practitioners with a clinical emphasis skillfully advocate for client systems on the micro, mezzo and macro levels to empower clients and advance human rights addressing issues including oppression, poverty, and marginalization. Advanced social work practitioners with a clinical emphasis ethical, apply Christ-like attitudes, *values,* and worldview within social work practice.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By when** |
| Integrates the importance of diversity and difference in shaping life experiences into clinical practice |  |  |
| Able to describe the role diversity and difference play in shaping life experiences in a particular clinical context |  |  |
| Demonstrates ability to apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies |  |  |

**Core Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis promote justice, freedom, equality, safety, privacy, physical, emotional and spiritual wellness, an adequate standard of living, healthcare, and education for every person. Advanced social work practitioners with a clinical emphasis are knolwedgeable of and use clinical and social work theory and social justice models to skillfully design and implement strategies at the micro, mezzo and macro level to eliminate oppressive structural barriers and ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, cultural and social human rights are protected. Advanced social work practitioners with a clinical emphasis demonstrate knowledge and understanding of the impact of Christian influences on social welfare and the importance of values in advancing social justice.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Analyzes issues of social, economic, and environmental justice as they relate to clinical practice. |  |  |
| Advocates for and with clients as they encounter injustice |  |  |
| Creates a context for client engagement that advances human rights. |  |  |
| Appraises issues of marginalization and oppression within a particular clinical context and addresses issues in documentation and practice where appropriate. |  |  |

**Core Competency 4: Engage in Practice-Informed Research and Research-Informed Practice in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis employ quantitative and qualitative research methods in promoting evidence-based practice and in program evaluation. Advanced social work practitioners with a clinical emphasis understand the purpose and process of utilizing and applying logic, examining presuppositions, applying scientific inquiry, and culturally informed and ethical approaches to building knowledge. Advanced social work practitioners with a clinical emphasis understand that evidence-based practice comes from multi-disciplinary sources and multiple ways of knowing include ng cognitive and affective processes. Advanced social work practitioners with a clinical emphasis utilize critical thinking, research skills and practice experience in translating research findings into effective practice. Advanced social work practitioners with a clinical emphasis demonstrate professional values and research integrity inclusive of Character, scholarship, and Leadership in becoming world changers.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Critiques research findings related to clinical practice across the lifespan |  |  |
| Synthesizes information from a variety of sources to purposefully plan and develop a research practice focus |  |  |
| Analyzes research findings on self and the profession to clarify goodness of fit in clinical practice |  |  |
| Analyzes quantitative and qualitative research methods and findings |  |  |
| Designs improvements for practice, policy, and service delivery based on research findings |  |  |
| Assesses feedback from consultants to guide professional judgment in research |   |  |

**Core Competency 5: Engage in Policy Practice in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis 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. Advanced social work practitioners with a clinical emphasis have knowledge of the history and current structure of social policies and services, the role of policy in service delivery, and the role of practice in policy development. Advanced social work practitioners with a clinical emphasis understand their leadership role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels, actively using their skills to engage in policy practice and examination of values to effect change within those settings. Advanced social work practitioners with a clinical emphasis 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. Advanced social work practitioners with a clinical emphasis provide leadership and support clients, families, and community-based leaders in advocating for policies advantageous to them. Advanced social work practitioners with a clinical emphasis demonstrate the ability to ethically evaluate policies and their impact on client systems and the community.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Evaluates social welfare and economic policies that impact the provision and delivery of clinical services |  |  |
| Formulates policies that advance human rights and social, economic, and environmental justice in the practice environment. |  |  |
| Determines and plans for effective program development in meeting needs of clients and constituencies |  |  |

**Core Competency 6: Engage with Individuals, Families, Groups, Organizations and Communities in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis use cultural knowledge and cognitive and affective skills to effectively engage with individuals of culturally sensitive groups. They are equipped to skillfully engage with families in exploring the impact of diversity and difference in shaping their lives in mezzo social work practice. Advanced social work practitioners with a clinical emphasis demonstrate the application of ecosystems, strengths, development, and empowerment perspectives in practice with client systems. Advanced social work practitioners with a clinical emphasis possess a high level of self-awareness and understand how their personal experiences and reactions may impact their ability to effectively engage with diverse clients and constituencies in practice settings. Advanced social work practitioners with a clinical emphasis value and demonstrate skills of relationship-building, empathy, authenticity, the amplification of strengths, and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate. Advanced social work practitioners with a clinical emphasis apply ethical Christ-like attitudes, values, and worldview appropriate to mezzo social work practice.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Applies knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks to clinical engagement with client systems  |  |  |
| Models empathy, reflection, and interpersonal skills to effectively engage diverse client systems |  |  |
| Selects best practices for engaging clients in a variety of situations. |  |  |
| Creates a context for client engagement that advances human rights |  |  |
| Formulates a planned change process that demonstrates the importance of diversity and difference in clinical social work practice |  |  |

**Core Competency 7: Assesses Individuals, Families, Groups, Organizations and Communities in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis approach assessment from a strengths-based perspective focusing on resiliency and protective factors as a basis for interventions. Advanced social work practitioners with a clinical emphasis create empathic client engagement that leads to empowerment and growth and identify cultural values, traditions, and unique resources of clients by recognizing and validating the client’s contextual worldview. Advanced social work practitioners with a clinical emphasis demonstrate skill in structuring assessment as 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. Biopsychosociospiritual assessments are a critical component of the overall assessment plan. Advanced social work practitioners with a clinical emphasis critically evaluate and adapt theories of human behavior and the social environment and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, and groups. Advanced social work practitioners with a clinical emphasis utilize professional values and methods of assessment with diverse clients and constituencies to advance practice effectiveness. Advanced social work practitioners with a clinical emphasis recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration. Advanced social work practitioners with a clinical emphasis consider how their personal experiences, faith, presuppositions and affective reactions may impact their assessment and decision-making.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Selects relevant information to create a holistic assessment of client systems. |   |  |
| Applies knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data |  |  |
| Develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; |  |  |
| Selects and applies appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies. |  |  |

**Core Competency 8: Intervenes with Individuals, Families, Groups, Organizations and Communities in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis intervene with client systems from a strengths-based perspective focusing on resiliency and protective factors as a basis for interventions. Advanced social work practitioners with a clinical emphasis create empathic client engagement that leads to empowerment and growth and identify cultural values, differences, traditions, and unique resources of clients by recognizing and acknowledging the client’s contextual worldview. Advanced social work practitioners with a clinical emphasis use clinical skill to adapt evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, and groups. Advanced social work practitioners with a clinical emphasis understand the importance of cognitive and affective processes in clinical practice and critically evaluate and adapt theories of human behavior and the social environment and apply this knowledge to effectively intervene with client systems. Advanced social work practitioners with a clinical emphasis differentiate methods of identifying, analyzing and implementing evidence-informed interventions to achieve client goals. Advanced social work practitioners with a clinical emphasis value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Implements interventions to achieve practice goals and enhance capacities of client systems |  |  |
| Applies knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks in interventions with client systems |  |  |
| Collaborates with interdisciplinary teams to achieve beneficial clinical practice outcomes |  |  |
| Negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies |  |  |
| Facilitates effective transitions and endings that advance mutually agreed-on goals |  |  |

**Core Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations and Communities in Advanced Social Work Practice**

Advanced social work practitioners with a clinical emphasis 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, and organizations. Advanced social work practitioners with a clinical emphasis recognize the importance of and skillfully evaluate processes and outcomes to advance practice, policy, and service delivery effectiveness. Advanced social work practitioners with a clinical emphasis synthesize theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes. Advanced social work practitioners with a clinical emphasis integrate qualitative and quantitative methods for evaluating outcomes and practice effectiveness. Advanced social work practitioners with a clinical emphasis act with integrity and use professional values to guide choice of evaluation methods, processes and presentation of data.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Selects appropriate methods for evaluation of outcomes |  |  |
| Applies knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes |  |  |
| Evaluates intervention, program processes and outcomes |  |  |
| Applies evaluation findings to improve effectiveness of clinical practice |  |  |

***Initial Contract Submission***

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**Field Instructor Date**

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**Student signature Date**

***Review / Update***

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