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**MSW Field Practicum**

**GENERALIST YEAR LEARNING CONTRACT**

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

**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: Demonstrates Ethical and Professional Behavior in Generalist Practice**

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 interprofessional teams. Social workers recognize the importance of lifelong learning and are committed to updating their skills continually 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.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Demonstrates ethical decisions by applying standards of the NASW Code of Ethics; relevant laws and regulations; models for ethical decision making and ethical conduct of research; and additional codes of ethics as appropriate to context.  |  |  |
| Develops use of reflection and self-regulation to manage personal values and ability to maintain professionalism in practice situations.  |  |  |
| Demonstrates professional demeanor in behavior; appearance; and oral, written, and electronic communication.  |  |  |
| Uses technology ethically and appropriately to facilitate practice outcomes. |  |  |
| Uses supervision and consultation to guide professional judgment and behavior.  |  |  |

**Core Competency 2 -Engages Diversity and Difference in Practice in Generalist 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.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Identifies the impact diversity and difference have in shaping life experiences in practice at the micro, mezzo, and macro practice levels. | .  |  |
| Learns from and engages clients and constituencies as experts of their own experiences. |  |  |
| Demonstrates self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies. |  |  |

**Core Competency 3 Advances Human Rights and Social, Economic, and Environmental Justice in Generalist Practice**

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.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Synthesizes dynamics of social, economic, and environmental justice to advocate for human rights at the micro, mezzo, and macro levels. |  |  |
| Engages in practices that advance social, economic, and environmental justice. |  |  |
| Identifies injustice and oppression within the social environment at local and global levels. |  |  |

**Core Competency 4 Engages in Practice-Informed Research and Research-Informed Practice in Generalist 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 multidisciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Applies practice experience and theory to inform scientific inquiry and research. |  |  |
| Critiques quantitative and qualitative research methods and research findings. |  |  |
| Translates research evidence to inform and improve practice, policy, and service delivery. |  |  |

**Core Competency 5 Engages in Policy Practice in Generalist 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.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services. |  |  |
| Assesses how social welfare and economic policies impact the delivery of and access to social services. |  |  |
| Analyzes policies regarding the advancement of human rights and social, economic, and environmental justice. |  |  |

**Core Competency 6 Engages with Individuals, Families, Groups, Organizations, and Communities in Generalist Practice**

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 engage effectively with diverse clients and constituencies. Social workers value principles of relationship-building and interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Develops knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies. |  |  |
| Applies empathy, reflection, and interpersonal skills to engage diverse clients and constituencies effectively. |  |  |
| Facilitates empathic engagement that leads to empowerment and growth. |  |  |

**Core Competency 7 Assesses Individuals, Families, Groups, Organizations, and Communities in Generalist Practice**

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 interprofessional collaboration in this process. Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Collects and organizes data and applies critical thinking to interpret information from clients and constituencies. |  |  |
| Develops 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. |  |  |
| Identifies mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies. |  |  |
| Chooses 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 Generalist Practice**

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 intervene effectively 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 interprofessional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, interprofessional, and interorganizational collaboration.

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

**Core Competency 9 - Evaluates Practice with Individuals, Families, Groups, Organizations, and Communities** **in Generalist Practice**

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.

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| **Practice Behavior** | **Learning Activities:** (Will demonstrate this competency as evidenced by…) | **By When** |
| Identifies appropriate methods for evaluation of outcomes. |  |  |
| Develops knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes. |  |  |
| Analyzes interventions and program processes. |  |  |
| Examines evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels. |  |  |

***Initial Contract Submission***

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**Field Instructor Date**

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**Student signature Date**

***Review / Update***

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