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**Welcome Statement**

The Learning Agreement is a tool to be used as a roadmap to guide the students’ internship experience. While each student is expected to achieve the course objectives/competencies for the field practicum (identified on the left column), each field experience is unique. Therefore, the Learning Agreement should incorporate the internship’s learning objectives, the agency’s goals and learning opportunities, and the student’s individual learning goals and interests. Below are some things to consider as you complete your learning agreement:

* Students are expected to demonstrate all the competencies listed on the learning agreement by the end of their internship experience. To facilitate this development, students should have a variety of tasks and learning activities. Please refrain from using the same activity for multiple competencies whenever possible.
* AU acknowledges and expects that some customization will occur once the students’ individualized learning strengths, interests and needs are understood.
* The agency may look to outside opportunities (i.e., external of agency) if the agency does not have services available to help the student meet the learning objectives.
* The Learning Agreement is to be completed as a joint effort by the student and field instructor. Please ensure the final document is signed by the field instructor before submission.

The Learning Agreement should be used as a part of the student’s weekly supervision with the Field Instructor. Progress towards competency should be reviewed and used as an ongoing measure for the student’s mid-internship and final evaluation.

Please indicate the day and time of your weekly supervision session below.

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| Weekly Supervision Day/Time: |  |



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SCHOOL OF SOCIAL WORK

FIELD INSTRUCTION PROGRAM

STUDENT/FIELD INSTRUCTOR

LEARNING AGREEMENT

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| **Student Name:** |  |
| **Student ID Number:** |  |
| **Phone Number:** |  |
| **Email Address:** |  |
| **Date Learning Agreement Completed:** |  |
| **Primary Field Instructor:** |  |
| **Site Name:** |  |
| **Semester (Fall, Spring, Summer):** |  |
| **Year:** |  |
| **Check your current internship:** | * **BSW (SWK 4210 & SWK 4220)** * **Generalist MSW (SWK 6730 & SWK 6740** |
| **Check the minimum hour requirement for your internship:** | * **450 (BSW or MSW Generalist)** * **500 (Addictions Track BSW or MSW Generalist)** |

**Instructions:**

Type student learning activities within the table below. **A learning activity is needed for every practice behavior under each competency area**.

**\*\*The “Potential Practice Behaviors” column lists suggestions. You are not required to use these for your learning activities. \*\***

**\*\*Activities listed in RED are required of all students and sites. \*\***

#### **Social Work Competencies and Practice Behaviors**

Competency 1: Demonstrate Ethical and Professional Behavior

Social workers understand the value base of the profession and its ethical standards, as well as relevant policies, laws, and regulations that may affect practice with individuals, families, groups, organizations, and communities. Social workers understand that ethics are informed by principles of human rights and apply them toward realizing social, racial, economic, and environmental justice in their practice. Social workers understand frameworks of ethical decision making and apply principles of critical thinking to those frameworks in practice, research, and policy arenas. Social workers recognize and manage personal values and the distinction between personal and professional values. Social workers understand how their evolving worldview, personal experiences, and affective reactions influence their professional judgment and behavior. Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. Social workers use rights-based, antiracist, and anti-oppressive lenses to understand and critique the profession’s history, mission, roles, and responsibilities and recognize historical and current contexts of oppression in shaping institutions and social work. Social workers understand the role of other professionals when engaged in interprofessional practice. Social workers recognize the importance of lifelong learning and are committed to continually updating their skills to ensure relevant and effective practice. Social workers understand digital technology and the ethical use of technology in social work practice.

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| **Competency 1: Demonstrate Ethical and Professional Behavior** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social workers make ethical decisions by applying the standards of the National Association of Social Workers Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, and additional codes of ethics within the profession as appropriate to context. | 1. Review NASW Code of Ethics & agency, state and federal policies and apply to work with clients.  2 .Participate and complete agency required training  3. Apply cultural competency approach in groups and while working with teams  4. Share information about voting and registering to vote with clients, staff members, community members  5. Research allowable nonpartisan voter activities for 501(c) (3) organizations and/or requirements for nonprofits in the 1993 National Voter Registration Act. |  |
| Social workers demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication. | 6. Appropriately dressed according to the agency's standards.  7. Communicates effectively and professionally both verbally and written. |  |
| Social workers use technology ethically and appropriately to facilitate practice outcomes. | 8. Utilizing technology approved by site supervisor appropriately and professionally  9. Research newer technology that the site could utilize  10. Share recommendations with site supervisor |  |
| Social workers use supervision and consultation to guide professional judgment and behavior | 11. Student meets weekly for one hour supervision  12. Student is prepared to discuss questions or concerns |  |
| Social workers take measures to care for themselves professionally and personally, understanding that self-care is paramount for competent and ethical social work practice. | 13. Identify self-care plan and discuss in supervision.  14. Identify behaviors that indicate increased self-care is needed. Discuss in supervision. |  |

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

Social workers understand that every person regardless of position in society has fundamental human rights. Social workers are knowledgeable about the global intersecting and ongoing injustices throughout history that result in oppression and racism, including social work’s role and response. Social workers critically evaluate the distribution of power and privilege in society in order to promote social, racial, economic, and environmental justice by reducing inequities and ensuring dignity and respect for all. Social workers advocate for and engage in strategies to eliminate oppressive structural barriers to ensure that social resources, rights, and responsibilities are distributed equitably and that civil, political, economic, social, and cultural human rights are protected.

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| **Competency 2: Advance Human Rights and Social, Racial, Economic, and Environmental Justice** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social workers apply their understanding of human rights, social, racial, economic, and environmental justice to advocate for human rights at the individual, family, group, organizational, and community system levels. | 1. Research human rights issues that affect the agency.  2. Discuss with your supervisor how you might apply the research to the client population.  3. Watch:  <https://www.americanprogress.org/issues/race/news/2016/02/03/130524/protecting-america-from-racism-in-the-water/> |  |
| Social workers engage in practices that advance human rights to promote social, racial, economic, and environmental justice. | 5. List ways that you could advocate for social, racial, economic and environmental justice within the agency setting or within the community the agency serves.  6. Go to: <http://playspent.org/>  7. Watch:  <https://womenswealthgap.org/vide>  8. Watch:  <https://www.revealnews.org/episodes/school-haze/> |  |

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

Social workers understand how racism and oppression shape human experiences and how these two constructs influence practice at the individual, family, group, organizational, and community levels and in policy and research. Social workers understand the pervasive impact of White supremacy and privilege and use their knowledge, awareness, and skills to engage in anti-racist practice. Social workers understand how diversity and intersectionality shape human experiences and identity development and affect equity and inclusion. The dimensions of diversity are understood as the intersectionality of factors including but not limited to age, caste, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, generational status, immigration status, legal status, marital status, political ideology, race, nationality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. Social workers understand that this intersectionality means that a person’s life experiences may include oppression, poverty, marginalization, and alienation as well as privilege and power. Social workers understand the societal and historical roots of social and racial injustices and the forms and mechanisms of oppression and discrimination. Social workers understand cultural humility and recognize the extent to which a culture’s structures and 9 values, including social, economic, political, racial, technological, and cultural exclusions, may create privilege and power resulting in systemic oppression.

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| **Competency 3: Engage Anti-Racism, Diversity, Equity, and Inclusion (ADEI) in Practice** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social workers demonstrate anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels | 1. Complete implicit bias test on: https://implicit.harvard.edu/implicit  2. Integrate voter registration into agency services (e.g., add question to intake form) |  |
| Social workers demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, power, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences | 3. Listen to:  <https://www.theclowdergroup.com/gensilent>  4. Identify Ted Talks or podcasts related to social work and self-awareness and self-regulation  5. Watch: <https://www.ted.com/talks/nate_silver_does_racism_affect_how_you_vote>  6. Listen to: <https://www.thisamericanlife.org/490/trends-with-benefits> |  |

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

Social workers use ethical, culturally informed, anti-racist, and anti-oppressive approaches in conducting research and building knowledge. Social workers use research to inform their practice decision making and articulate how their practice experience informs research and evaluation decisions. Social workers critically evaluate and critique current, empirically sound research to inform decisions pertaining to practice, policy, and programs. Social workers understand the inherent bias in research and evaluate design, analysis, and interpretation using an anti-racist and anti-oppressive perspective. Social workers know how to access, critique, and synthesize the current literature to develop appropriate research questions and hypotheses. Social workers demonstrate knowledge and skills regarding qualitative and quantitative research methods and analysis, and they interpret data derived from these methods. Social workers demonstrate knowledge about methods to assess reliability and validity in social work research. Social workers can articulate and share research findings in ways that are usable to a variety of clients and constituencies. Social workers understand the value of evidence derived from interprofessional and diverse research methods, approaches, and sources.

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| **Competency 4: Engage In Practice-informed Research and Research-informed Practice** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social Workers apply research findings to inform and improve practice, policy, and programs | 1. Create a needs assessment of the agency  2. Share your focus group questions and action steps with your site supervisor |  |
| Social workers identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work. | 3. Develop a focus group or survey instruments related to a need in the agency  4. Assess the differential impact of voting policies on diverse populations |  |

Competency 5: Engage in Policy Practice

Social workers identify social policies at the local, state, federal, and global level that affect wellbeing, human rights and justice, service delivery, and access to social services. Social workers recognize the historical, social, racial, cultural, economic, organizational, environmental, and global influences that affect social policy. Social workers understand and critique the history and current structures of social policies and services and the role of policy in service delivery through rights based, anti-oppressive, and anti-racist lenses. Social workers influence policy formulation, analysis, implementation, and evaluation within their practice settings with individuals, families, groups, organizations, and communities. Social workers actively engage in and advocate for anti-racist and anti-oppressive policy practice to effect change in those settings.

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| **Competency 5: Engage in Policy Practice** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social workers use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services | 1. Use the following website to use the toolkits on how to do a general advocacy campaign, media advocacy campaign, or policy implementation campaign; <https://www.grsproadsafety.org/resources/advocacy-tools/>.  2. Assess possible barriers to treatments that could be affecting your site's population/clients.  3. Discuss with your site supervisor barriers you have identified and potential solutions to them. |  |
| Social workers apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice | 4. Read social work voting toolkit ([https://votingissocialwork.org/#](https://votingissocialwork.org/)) and develop a plan for implementation within the agency.  5. Run a voter registration event at your agency  6. Host local elected officials at your agency to virtual meeting and discuss advocacy |  |
| Social workers adhere to the policies affecting social work to which they are accountable at the organizational, local, state and national levels. | 1. Research and discuss in supervision the policies impacting the agency at each level. |  |

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 individuals, families, groups, organizations, and communities. Social workers value the importance of human relationships. Social workers understand theories of human behavior and person-in-environment and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers are self-reflective and understand how bias, power, and privilege as well as their personal values and personal experiences may affect their ability to engage effectively with diverse clients and constituencies. Social workers use the principles of interprofessional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

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| **Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social workers apply knowledge of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies. | 1. Attend agency meetings. Interact within a multidisciplinary team.  2. Perform a biopsychosocial-environmental assessment on a client within your agency.  3. Develop a treatment plan based on the above assessment that includes considerations to the client’s biopsychosocial-environmental well-being. |  |
| Social workers use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients and constituencies. | 4. Utilize agency approved teleconferencing applications to engage clients or community at large. |  |

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. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in culturally responsive assessment with clients and constituencies, including individuals, families, groups, organizations, and communities. Assessment involves a collaborative process of defining presenting challenges and identifying strengths with individuals, families, groups, organizations, and communities to develop a mutually agreed-upon plan. Social workers recognize the implications of the larger practice context in the assessment process and use interprofessional collaboration in this process. Social workers are self-reflective and understand how bias, power, privilege, and their personal values and experiences may affect their assessment and decision making.

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| **Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social workers apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional conceptual frameworks, when assessing clients and constituencies. | 1. Student will provide biopsychosocial assessment on own  2. Student will interpret data provided by client  3. Student will make appropriate referrals, as needed  4. Student will continue to assess clients and update charts accordingly |  |
| Social workers demonstrate respect for client self-determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed-upon plan. | 5. Student will work with client or agency to develop goals (treatment goals/action goals)  6. Select possible interventions to use with client  7. Discuss interventions with supervisor prior to implementation |  |

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. Social workers understand theories of human behavior, person-in-environment, and other interprofessional conceptual frameworks, and they critically evaluate and apply this knowledge in selecting culturally responsive interventions with clients and constituencies, including individuals, families, groups, organizations, and communities. Social workers understand methods of identifying, analyzing, and implementing evidence-informed interventions and participate in interprofessional collaboration to achieve client and constituency goals. Social workers facilitate effective transitions and endings.

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| **Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social workers engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals. | 1. Research interventions that the site could utilize with individuals and community.  2. Research outside sites and resources that the clients can utilize.  3. Discussed mutually agreed-on goals for client’s future |  |
| Social workers incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies. | 4. Develop an action plan to utilize interventions.  5. Research advocacy related to the agency and client population.  6. Research ways to work with clients in an ethical and culturally responsive manner in all stages of treatment.  7. Discuss mutually agreed-on goals for client’s future.  8. Consult with NASW Ethics Line on ways to terminate; share feedback with client/supervisor. |  |

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 evaluate processes and outcomes to increase practice, policy, and service delivery effectiveness. Social workers apply anti-racist and anti-oppressive perspectives in evaluating outcomes. Social workers understand theories of human behavior and person-in-environment, as well as interprofessional conceptual frameworks, and critically evaluate and apply this knowledge in evaluating outcomes. Social workers use qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

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| **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** | **\*\*Potential Learning Activities\*\***  *These activities are provided as a possible way to meet the competency listed. You can use them &/or list your own activities.* | **Identify unique Learning Activities within your internship** |
| Social workers select and use culturally responsive methods for evaluation of outcomes. | 1. Research ways that agency has evaluated goals of clients.  2. Discuss goals with site supervisor |  |
| Social workers critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations, and communities. | 3. Discuss with client goals for future with family and social circles.  4. Evaluate client's environment and what outcomes for the future the client hopes to achieve.  5. Provide feedback to the site relating to the micro, mezzo, and macro levels of treatment and care.  6. Discharge planning, referrals, and transitional support systems. |  |