

## WHAT IS THE LEARNING CONTRACT?

**THE LEARNING CONTRACT is a formal agreement between the field instructor, the student, and Concord University faculty liaison concerning the activities the student will perform in the agency. All parties can hold each other to this agreement.**

- It provides a focus/structure for student learning (and supervision) over the course of the semester.
- It provides a basis for evaluation and a measure for accountability
- It provides a parallel process experience for students many of whom will need to collaboratively develop goals/objectives with clients.

**AT THE END OF THE FIELD INSTRUCTION WHAT KIND OF SOCIAL WORKER DO WE WANT OUR GRADUATES TO BE?**

- Knowledgeable and Skillful Practitioner
- Culturally Competent Practitioner
- Professional Team Player
- Critical Thinker/Using Sound Judgment
- Ethical Practitioner
- Advocate for Social Justice

**THE LEARNING CONTRACT IS A ROADMAP FOR THESE OUTCOMES**

## Field Placement Contract (SOWK. 653-Advanced Field Practicum)

The Masters of Social Work Program curriculum is designed to prepare social workers who are able to demonstrate an advanced level of competence in generalist social work practice methods. It is expected that the field instruction component will give students the opportunity to practice those competency areas appropriate for the advanced generalist practitioner.

### Competency 1: Demonstrate Ethical and Professional Behavior

- 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
- Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations
- Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication
- Use technology ethically and appropriately to facilitate practice outcomes
- Use supervision and consultation to guide professional judgment and behavior
  - **Advanced Practice Behaviors**
    - Attend to professional roles and boundaries in rural settings.
    - Understand the perspectives and values of social work in relation to working effectively with the other disciplines in rural practice.
    - Apply ethical decision making skills in rural settings with special focus on dual relationships and access to services
    - Apply ethical decision making skills to address the use of technology in rural settings.

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

- Student will apply social work values and ethics to the field and be able to solve ethical dilemmas

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- Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels
- Present themselves as learners and engage clients and constituencies as experts of their own experiences
- Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies
  - **Advanced Practice Behaviors**
    - Recognize and understand the experience of isolation of minority groups in rural settings.
    - Engage in self-reflection about and address personal biases and values as they related to rural populations and settings.

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

- Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels
- Engage in practices that advance social, economic, and environmental justice
- **Advanced Practice Behaviors**
  - Understand, analyze, and implement strategies to address forms of rural oppression
  - Advocate for human rights, and social, environmental and economic justice in rural settings (such as poverty, health care, education, and the rights of local populations including minorities).

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

- Use practice experience and theory to inform scientific inquiry and research
- Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings
- Use and translate research evidence to inform and improve practice, policy, and service delivery
  - **Advanced Practice Behaviors**
    - Identify, evaluate, and select rural practice strategies.
    - Promote and participate in the use of research to improve the effectiveness of rural practice.

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**Competency 5: Engage in Policy Practice**

- Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services
- Assess how social welfare and economic policies impact the delivery of and access to social services
- Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice
  - **Advanced Practice Behaviors**
    - Analyze, formulate, and advocate for policies that enhance social well-being, service delivery, and access in rural settings
    - Communicate and collaborate with stakeholders and professionals the implications of policy and policy changes in rural practice.
    - Apply knowledge of strengths and issues of rural settings and populations to social work policy practice.

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

- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies
- Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies
  - **Advanced Practice Behaviors**
    - Apply theories of human behavior and the social environment to rural practice.
    - Explain the stigma, risk, and benefits to clients of seeking or not seeking services in a rural setting.
    - Establish a culturally responsive therapeutic relationship that addresses unique issues associated with rural practice.
    - Coordinate formal and informal networks to promote sustained client well-being in rural communities.
    - Apply knowledge of practice within the rural context for the development of service systems.

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

- Collect and organize data, and apply critical thinking to interpret information from clients and constituencies
- 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
- Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies
- Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.
  - **Advanced Practice Behaviors**
    - Use multidimensional, bio-psychosocial, spiritual, and community assessment tools in a rural practice environment.
    - Use empathy, cultural responsiveness, geographical awareness and other interpersonal skills to complete assessment.

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

- Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies
- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies
- Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes
- Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies
- Facilitate effective transitions and endings that advance mutually agreed-on goals
  - **Advanced Practice Behaviors**

- Understand and utilize the uniqueness of rural environments and its resultant effect of rural behavior.
- Critically evaluate, select, and apply best practices and evidence based interventions in rural settings.
- Develop and implement collaborative multidisciplinary strategies for rural practice.

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

- Select and use appropriate methods for evaluation of outcomes
- Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes
- Critically analyze, monitor, and evaluate intervention and program processes and outcomes
- Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels
  - **Advanced Practice Behaviors**
    - Evaluate the process and outcomes of rural practice to contribute to the development of best practice interventions for rural practice.
    - Contribute to the knowledge base of the social work profession through rural practice based research

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Field Instructor

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Date

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Student

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Date

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Faculty Liaison

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Date