

**UCF SCHOOL OF SOCIAL WORK**

**FIELD EDUCATION DEPARTMENT**

MSW CLINICAL LEARNING CONTRACT

**SAMPLE**

 Student’s Name:

 Field Agency:

 Student’s Signature: Date:

 Agency Field Instructor’s Signature: Date:

 Agency Task Supervisor’s Signature: Date:

 *(if applicable)*

 UCF Field Seminar Instructor Signature: Date:

MSW CLINICAL LEARNING CONTRACT

The student learning contract provides a broad framework for developing an individualized learning plan which is responsive to the needs of the student and the resources of the field agency. It is designed to give direction and learning structure to the field experience and is developed around the core practice competencies that are designated in the 2008 Educational Policy and Accreditation Standards (EPAS) by the Council on Social Work Education (CSWE).

**List of Ten Core Competencies Identified by CSWE**

1. Identify as a professional social worker and conduct oneself accordingly.

2. Apply social work ethical principles to guide professional practice.

3. Apply critical thinking to inform and communicate professional judgments.

4. Incorporate diversity into practice.

5. Advocate for human rights and social justice.

6. Engage in research-informed practice and practice-informed research.

7. Apply knowledge of human behavior in the social environment.

8. Engage in policy practice to advance social and economic well-being.

9. Respond to contexts that shape practice.

10. Engage, assess, intervene and evaluate with individuals, families groups, organizations and communities.

CSWE has operationalized these competencies by identifying 41 practice behaviors defined as “a set of measurable practice behaviors that are comprised of knowledge, value and skills.” The internship plays a key role in teaching practice behaviors to students while measuring and reflecting the student’s ability to demonstrate capacity in the ten core competency areas identified by CSWE.

It is the joint responsibility of the student and field instructor to negotiate the learning contract content within the first weeks of the field placement. The student is responsible for providing a copy of the learning contract to the Seminar Instructor/Field Liaison.

This learning contract outlines the core competencies and practice behaviors that all accredited social work programs are required to measure. Each practice behavior should have a student task which relates directly to the behavior. A sample contract is included to assist students and field instructors in developing appropriate tasks. Please refer to the Field Education Website at <http://cohpa.ucf.edu/socialwork/field-education/> or contact your field liaison if you have additional questions.

**1. COMPETENCY: PROFESSIONALISM**

 **CORE COMPETENCY 2.1.1:** Identify With the Social Work Profession

 **GOAL:** The intern identifies as a professional social worker and conducts her/himself accordingly

**ADVANCED PRACTICE BEHAVIORS**: 42. The intern demonstrates professional use of self with client (s)

 43. The intern understands and identifies professional strengths, limitations and challenges

 44. The intern develops, manages and maintains therapeutic relationships with clients within the person-in-environment and strengths perspective.

**Tasks/Activities** **Target Date**

42. **Demonstrate professional use of self with client(s)**

Recognize possibility of increased risk of transference and countertransference with use of self as therapeutic tool

 A.

43. **Understand and Identify professional strengths, limitations and challenges**

A. Recognize personal triggers that could impede effectiveness with clients

44. **Develop, manage and maintain therapeutic relationships with clients within the person-in-environment**

 **and strengths perspectives**

1. Demonstrate knowledge of PIE and Strengths Perspective by utilizing specific practice skills and clinical interventions \_\_\_\_\_\_\_\_\_\_\_\_\_\_

reflective of perspectives

**2. COMPETENCY: ETHICS**

 **CORE COMPETENCY 2.1.2:** Apply Ethical Principles in Practice

 **GOAL:** The intern applies social work ethical principles to guide her/his professional practice

**ADVANCED PRACTICE BEHAVIORS:** 45. The intern applies ethical decision-making skills to issues specific to clinical social work

 46. The intern identifies and uses knowledge of relationship dynamics, including power differentials

 47. The intern recognizes and manages personal biases as they affect the therapeutic relationship in the service of the clients’ well-being

**Tasks/Activities** **Target Date**

45. **Apply ethical decision-making skills to issues specific to clinical social work**

Obtain informed consent in order to release or discuss any client information with another party

 A.

46. **Identify and use knowledge of relationship dynamics, including power differentials**

Evaluate and treat problems within scope of practice



 A.

47. **Recognize and manage personal biases as they affect the therapeutic relationship in the service of the**

 **Clients’ well-being**

Demonstrate knowledge and practice skills consistent with NASW Standards for Cultural Competence in Social Work Practice

A.

**3. COMPETENCY: CRITICAL THINKING AND JUDGMENT**

 **CORE COMPETENCY 2.1.3:** Apply Critical Thinking to Inform and Communicate Professional Judgments.

**GOAL:** The intern applies critical thinking to inform and communicate professional judgments

**ADVANCED PRACTICE BEHAVIORS:** 48. The intern engages in reflective practice

 49. The intern identifies and articulates clients’ strengths and vulnerabilities

 50. The intern evaluates the strengths and weaknesses of multiple theoretical perspectives and differentially applies them to client situations

 51. The intern communicates professional judgments to other social workers and to professionals from other disciplines, in both verbal and written format.

**Tasks/Activities** **Target Date**

48. **Engage in reflective practice**

Critically reflect upon one’s own practice and performance through supervision and other support systems

 A.

49. **Identify and articulate clients’ strengths and vulnerabilities**

Identify and articulate client strengths and weaknesses while providing a positive environment that fosters empowerment and change

 A.

50. **Evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them**

 **to client situations**

Limit scope of practice to work within own knowledge base and skill set; making referrals when necessary

A.

51. **Communicate professional judgments to other social workers and to professionals from other disciplines,**

 **in both verbal and written format**

Verbal and written communication of professional judgments must reflect an accurate account of services

 A.

**4. COMPETENCY: DIVERSITY AND CULTURAL COMPETENCY**

 **CORE COMPETENCY 2.1.4:** Incorporate Diversity into Practice

**GOAL:** The intern will engage in diversity and difference in practice

**ADVANCED PRACTICE BEHAVIORS:** 52. The intern researches and applies knowledge of diverse populations to enhance client well- being

 53. The intern works effectively with diverse populations

 54. The intern identifies and uses practitioner/client differences from a strengths perspective

**Tasks/Activities** **Target Date**

52. **Research and apply knowledge of diverse populations to enhance client well-being**

Integrate cultural content and material to adequately assess, intervene and meet the needs of culturally diverse clients and groups

 A.

53. **Work effectively with diverse populations**

Provide support to diverse cultural groups who are advocating on their own behalf



 A.

54. **Identify and use practitioner/client differences from a strengths perspective**

Avoid imposing own values on clients and facilitate respectful collaboration in determining mutually agreed-upon goals for change

 A.

**5. COMPETENCY: ADVOCACY AND SOCIAL JUSTICE**

 **CORE COMPETENCY 2.1.5:** Advance Human Rights and Social Justice

**GOAL:** The intern will advocate for human rights and social and economic justice

**ADVANCED PRACTICE BEHAVIOR:** 55. The intern will advocate for the creation and revision of practices and tools that support anti-

 oppressive practice

56. The intern will advocate for systems and policies that create and provide equal access for all

**Tasks/Activities** **Target Date**

55. **Advocate for the creation and revision of practices and tools that support anti-oppresive practice**

 A. Advocate for public policies that respect the cultural values, norms and behaviors of diverse groups and communities \_\_\_\_\_\_\_\_\_\_\_\_\_\_

56. **Advocate for systems and polocies that create and provide equal access for all**

 A. Empower clients to assume advocacy roles within their community

**6. COMPETENCY: INFORMED RESEARCH AND EVIDENCE BASED PRACTICE**

 **CORE COMPETENCY 2.1.6:** Engage in Informed Research

**GOAL:** The intern engages in research-informed practice and practice-informed research

**ADVANCED PRACTICE BEHAVIOR:** 57. The intern uses the evidence-based practice process in clinical assessment and intervention with clients

**Tasks/Activities** **Target Date**

1. **Use the evidence-based practice process in clinical assessment and intervention with clients**
2. Research and obtain a professional journal article related to evidence-based practice and field placement; review and process

with field instructor during supervision

**7. COMPETENCY: PERSON IN ENVIRONMENT**

 **CORE COMPETENCY 2.1.7:** Apply knowledge of human behavior in the social environment

**GOAL:** The intern applies knowledge of human behavior in the social environment

**ADVANCED PRACTICE BEHAVIORS:** 58. The intern synthesizes and differentially applies theories of human behavior and the social environment to guide clinical practice

59. The intern uses bio-psycho-social-spiritual theories in the formulation of comprehensive assessments

**Tasks/Activities** **Target Date**

58. **Synthesize and differentially apply theories of human behavior and the social environment to guide**

 **Clinical practice**

Seek consultation and consistently critique knowledge base as it relates to understanding person and environment

 A.

59. **Use bio-psycho-social-spiritual theories in formulation of comprehensive assessments**

Consult with medical professionals when necessary to confirm diagnosis and/or to monitor medication throughout treatment process

 A.

**8. COMPETENCY: POLICY**

 **CORE COMPETENCY 2.1.8:** Engage in Policy Practice to Advance Social and Economic Well-being

 **GOAL:** The intern will engage in policy practice to advance social and economic well-being and deliver effective social services

**ADVANCED PRACTICE BEHAVIORS:** 60. The intern will analyze policy with regard to the policy’s impact on clients and practice

61. The intern advocates for social policies or agency policies that will advance the social and economic well-being of clients

**Tasks/Activities** **Target Date**

60. **Analyze policy with regard to the policy’s impact on clients and practice**

 A. Stay current with social work trends and research in order to advocate for client rights on both micro and macro levels

61. **Advocate for social policies or agency policies that will advance the social and economic well-being of clients**

 A. Communicate to stakeholders the implication of policies and policy change in the lives of clients

**9. COMPETENCY: CURRENT TRENDS**

 **CORE COMPETENCY 2.1.9:** Respond to Contexts That Shape Practice

**GOAL:** The intern will respond to the contexts that shape practice

social work services

**ADVANCED PRACTICE BEHAVIORS:** 62. The intern assesses the quality of clients’ interactions within their social contexts

 63. The intern works collaboratively with others to effect system change that is sustainable

**Tasks/Activities** **Target Date**

62. **Assess the quality of clients’ interactions within their social contexts**

Empower clients to effect change within the social context of political, geographical, cultural, legal and environmental systems

 A.

63. **Work collaboratively with others to effect systemic change that is sustainable**

Foster and promote dialogue to encourage participation of clients and communities to strengthen sustainable change

 A.

**10. COMPETENCY: PRACTICE SKILLS**

 **CORE COMPETENCY 2.1.10:** Engage, Assess, Intervene and Evaluate With Individuals, Families, Groups, Organizations and Communities

**GOAL:** The intern will engage, assess, intervene and evaluate individuals, families, groups, organizations and community’s social work services

**ADVANCED PRACTICE BEHAVIORS: Engagement**

64. The intern develops a culturally responsive therapeutic relationship

65. The intern establishes a relationally based process that encourages clients to be equal participants in the establishment of treatment goals and expected outcomes

**Assessment**

66. The intern uses multidimensional bio-psycho-social-spiritual assessment tools

67. The intern assesses clients’ readiness for change

68. The intern assesses client coping strategies to reinforce and improve adaptation to life situations, circumstances and events

**Intervention**

69. The intern critically evaluates, selects and applies best practices and evidence-based I nterventions

70. The intern demonstrates the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed

71. The intern collaborates with other professionals to coordinate treatment interventions

**Evaluation**

72. The intern uses clinical evaluation of the process and/or outcomes to develop best practice interventions for a range of bio-psycho-social-spiritual conditions

**Engagement**

**Tasks/Activities Target Date**

64. **Develop a culturally responsive therapeutic relationship**

Recognize complexities associated with varying cultural backgrounds and client expectations in clinical practice

 A.

65. **Establish a relationally based process that encourages clients to be equal participants in the establishment**

 **of treatment goals and expected outcomes**.

Facilitate cognitive, affective, and behavioral changes consistent with treatment goals

 A.

**Assessment**

**Tasks/Activities Target Date**

66. **Use multidimensional bio-psych-social –spiritual assessment tools**

Engage in ongoing training and technology applications relevant to social work assessment tools utilized in clinical practice

 A.

67. **Assess clients’ readiness for change**

Recognize therapeutic alliance and its influence on the change process

 A.

68. **Assess client coping strategies to reinforce and improve adaptation to life situations, circumstances and events**

Select and modify appropriate intervention strategies based on continuous clinical assessment

 A.

**Intervention**

**Tasks/Activities Target Date**

69. **Critically evaluate, select and apply best practices and evidence-based interventions**

Seek to enhance clinical skills and understanding by staying up-to-date with research; ensuring practice skills reflect most current knowledge

 A.

70. **Demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified**

 **in the assessment, including crisis intervention strategies as needed**

Utilize specialized techniques and interventions when assisting a client in crisis; adhere to agency guidelines and seeking consult when necessary

 A.

71. **Collaborate with other professionals to coordinate treatment interventions**

Facilitate coordination and transition of client to other services to safeguard continuity of care

 A.

**Evaluation**

**Tasks/Activities Target Date**

72. **Use clinical evaluation of the process and/or outcomes to develop best practice interventions for a range**

 **of bio-psycho-social-spiritual conditions**

Continually use research methodology to evaluate effectiveness and outcomes; working to improve upon best practice interventions

 A.