

Office of Field Education

MSW GENERALIST LEARNING CONTRACT

Student Name:

Field Agency:

Student Signature: Date:

Agency Field Instructor Signature: Date:

Agency Task Supervisor Signature: Date:

*(If applicable)*

UCF Field Seminar Instructor Signature: Date:

MSW GENERALIST 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

**PRACTICE BEHAVIORS:** 1. The intern advocates for client access to the services of social work

2. The intern practices personal reflection and self-correction to assure continual professional development

3. The intern attends to professional roles and boundaries

4. The intern demonstrates professional demeanor in behavior, appearance and communication

5. The intern engages in career-long learning

6. The intern uses supervision and consultation

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

1. **Advocates for client access to the services of social work**

A.

2. **Practices personal reflection and self-correction to assure continual professional development**

A.

3. **Attends to professional roles and boundaries**

A.

4. **Demonstrates professional demeanor in behavior, appearance and communication**

A.

5. **Engages in career-long learning**

A.

6. **Uses supervision and consultation**

A.

**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

**PRACTICE BEHAVIORS:** 7. The intern recognizes and manages personal values in a way that allows professional values to guide practice

8. The intern makes ethical decisions by applying standards of the National Association of Social Workers (NASW) Code of Ethics

9. The intern tolerates ambiguity in resolving ethical conflicts

10. The intern applies strategies of ethical reasoning to arrive at principled decisions

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

7. **Recognize and manage personal values in a way that allows for professional values to guide practice**

A.

8. **Make ethical decisions by applying standards of the NASW Code of Ethics**

A.

9. **Tolerate ambiguity in resolving ethical conflicts**

A.

10. **Apply strategies of ethical reasoning to arrive at principled decisions**

A.

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

**CORE COMPETENCY 2.1.3:** Apply Ethical Principles in Practice

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

**PRACTICE BEHAVIORS:** 11. The intern distinguishes, appraises and integrates multiple sources of knowledge, including research based knowledge and practice wisdom

12. The intern analyzes models of assessment, prevention, intervention and evaluation

13. The interns demonstrates effective oral and written communication in working with individuals, families, groups, organizations, communities and colleagues

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

11. **Distinguish, appraise and integrate multiples sources of knowledge, including research-based**

**knowledge and practice wisdom**

A.

12. **Analyze models of assessment, prevention, intervention and evaluation**

A.

13. **Demonstrate effective oral and written communication in working with individuals, families, groups,**

**organizations, communities and colleagues**

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

**PRACTICE BEHAVIORS:** 14. The intern will recognize the extent to which a culture’s structure and values may oppress, marginalize, alienate, create or enhance privilege and power

15. The intern will gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups

16. The intern will recognize and communicate his/her understanding of the importance of difference in shaping life experiences

17. The intern will view him/herself as a learner and engage those with whom he/she works with as informants

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

14. **Recognize the extent to which a culture’s structure and values may oppress, marginalize, alienate,**

**create or enhance privilege and power**

A.

15. **Gain sufficient self-awareness to eliminate the influence of person biases and values in working**

**with diverse groups**

A.

16. **Recognize and communicate an understanding of importance of difference in shaping life experience**

A.

17. **View self as a learner and engage those with whom he/she works with as informants**

A.

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

**CORE COMPETENCY 2.1.5:** Advocate for Human Rights and Social Justice

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

**PRACTICE BEHAVIORS:** 18. The intern will understand the forms and mechanisms of oppression and discrimination

19. The intern will advocate for human rights and social and economic justice

20. The intern will engage in practices that advance social and economic justice

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

18. **Understands the forms and mechanisms of oppression and discrimination**

A.

19. **Advocates for human rights and social and economic justice**

A.

20. **Engages in practices that advance social and economic justice**

A.

**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

**PRACTICE BEHAVIORS:** 21. The intern uses practice experience to inform scientific inquiry

22. The intern uses research evidence to inform practice

**Tasks/Activities** **Target Date *(Student is required to identify at least one task/activity per Practice Behavior)***

21. **Uses practice experience to inform scientific inquiry**

A.

22. **Uses research evidence to inform practice**

Research and obtain a professional journal article related to evidence-based practice and field placement; review and process with field instructor during supervision

A.

**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

**PRACTICE BEHAVIORS:** 23. The intern utilizes conceptual frameworks to guide the processes of assessment, Intervention and evaluation

24. The intern critiques and applies knowledge to understand person and environment

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

23. **Utilization of conceptual frameworks to guide the processes of assessment, intervention and evaluation**

A.

24. **Critique and apply knowledge to understand person and environment**

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

**PRACTICE BEHAVIORS:** 25. The intern analyzes, formulates and advocates for policies that advance social well-being

26. The intern collaborates with colleagues and clients for effective policy action

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

25. **Analyze, formulate and advocate for policies that advance social well-being**

A.

26. **Collaborate with colleagues and clients for effective policy action**

A.

**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

**PRACTICE BEHAVIORS:** 27. The intern will continuously discover, appraise and attend to changing locales, populations, scientific and technological developments and emerging societal trends to provide relevant services

28. The intern will provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

27. **Continuously discover, appraise and attend to changing locales, populations, scientific and**

**technological developments and emerging societal trends to provide relevant services**

A.

28. **Provide leadership in promoting sustainable changes in service delivery and practice to improve the**

**quality of social services**

A.

B.

**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

**PRACTICE BEHAVIORS:**

29. The intern will substantively and effectively prepare for action with individuals, families, groups, organizations and communities

30. The intern will use empathy and other interpersonal skills

31. The intern will develop a mutually agreed-on focus of work and desired outcomes

32. The intern will collect, organize and interpret client data

33. The intern will assess client strengths and limitations

34. The intern will develop mutually agreed-on intervention goals and objectives

35. The intern will select appropriate intervention strategies

36. The intern will initiate actions to achieve organizational goals

37. The intern will implement interventions that enhance client capacities

38. The intern will help clients resolve problems

39. The intern will negotiate, mediate and advocate for clients

40. The intern will facilitate transitions and endings

41. The intern will critically analyze, monitor and evaluate interventions

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

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

29. **Substantively and effective prepare for action with individuals, families, groups, organizations**

**and communities**



A.

30. **Use empathy and other interpersonal skills**

A.

**10. COMPETENCY: PRACTICE SKILLS – continued**

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

***(Student is required to identify at least one task/activity per Practice Behavior)***

31. **Develop a mutually agreed-on focus of work and desired outcomes**

A.

32. **Collect, organize and interpret client data**

A.

33. **Assess client strengths and limitations**

A.

34. **Develop mutually agreed-on intervention goals and objectives**

A.

35. **Select appropriate intervention strategies**

A.

36. **Initiate actions to achieve organizational goals**

A.

37. **Implement interventions that enhance client capacities**

A.

38. **Help clients resolve problems**

A.

39. **Negotiate, mediate and advocate for clients**

A.

40. **Facilitate transitions and endings**

A.

41. **Critically analyze, monitor and evaluate interventions**

A.