**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.
* Dates are meant to serve as a guideline for when a certain competency has been experienced. Dates should vary, to reflect the continual growth of students throughout the internship.
* Although it understood that students will continue to develop competency throughout the internship, we ask that a specific date be listed for each competency to provide an avenue for tracking student development.
* 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 supervisor before submission.

The Learning Agreement should be used as a part of the student’s weekly supervision with the field instructor. Progress towards meeting objectives should be reviewed and used as an ongoing measure for the students’ mid-evaluation and final evaluation.

**Please fully complete and the attached learning agreement to VIA within the first 75 hours of the field placement.**



SCHOOL OF SOCIAL WORK

FIELD INSTRUCTION PROGRAM

**STUDENT/FIELD INSTRUCTOR**

**LEARNING AGREEMENT**

**Student Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Student ID number: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Email Address: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date Learning Agreement Completed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Primary MSW Field Instructor Name**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Agency Name**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Semester this agreement is completed: (Spring, Summer, or Fall): \_\_\_\_\_\_\_\_\_\_ Year: \_\_\_\_\_\_\_\_

Check your current Internship: \_\_\_\_\_ Specialization (SWK 6750 and SWK 6760)

\_\_\_\_\_ Post-PEL (SWK 6650 and SWK 6660)

\_\_\_\_\_ Post-CADC (SWK 6675)

**Instructions:**

Type student learning experiences within the table below. **A learning activity is needed for each practice behavior under each competency area**. Recording the same learning activity for different practice behaviors is permitted. Each practice behavior requires a learning activity within the internship. Please indicate the timeframe of the learning experience and which of the Core Competencies listed below will be taught through each experience.

#### 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 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 inter-professional teams. Social workers recognize the importance of life-long learning and are committed to continually updating their skills 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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| **Competency 1: Demonstrate Ethical and Professional Behavior** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student applies ethical decision-making skills in clinical situations. |  |  |
| Student assesses personal biases in relation to clinical practice. |  |  |
| Student demonstrates professional behavior in compliance with the NASW Code of Ethics and the profession's history, mission, and responsibilities in relation to clinical social work. |  |  |
| Student demonstrates ethical use of technology. |  |  |

**Competency 2: Engage Diversity and Difference in 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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| **Competency 2: Engage Diversity and Difference in Practice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student explains how social work values relate to social, economic, and environmental justice. |  |  |
| Student responds to ways in which oppression, discrimination, poverty, marginalization, and alienation impact clients in clinical social work contexts. |  |  |
| Student identifies the ways in which clients' contexts of diversity and difference impact identity formation. |  |  |
| Student explores the power and privilege they have as a clinician. |  |  |

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

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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| **Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student expresses recognition of human rights through adherence to the NASW Code of Ethics in clinical practice. |  |  |
| Student applies understanding of global interconnections of oppression and human rights violations to clinical contexts. |  |  |
| Student applies human right theory in response to human rights violations / needs in clinical contexts. |  |  |
| Student articulates strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably to advance the well-being of clients. |  |  |

**Competency 4: Engage In Practice-informed Research and Research-informed 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 multi-disciplinary sources and multiple ways of knowing. They also understand the processes for translating research findings into effective practice.

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| **Competency 4: Engage In Practice-informed Research and Research-informed Practice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student selects quantitative and qualitative research methods in the evaluation of clinical practice and program outcomes. |  |  |
| Student incorporates principles of logic, scientific inquiry, and culturally informed and ethical approaches to evaluating clinical practice and program outcomes. |  |  |
| Student discerns quality and evidence-based research for application to the process of decision-making in practice and program contexts. |  |  |
| Student translates research findings into effective decision-making in practice and program contexts. |  |  |

**Competency 5: Engage in Policy 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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| **Competency 5: Engage in Policy Practice** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student identifies how social welfare and services are mediated by policy and its implementation at the agency level. |  |  |
| Student identifies ways in which policy impacts human rights and social justice and therefore impacts the well-being of clients. |  |  |
| Student fulfills their role in policy development, analysis, implementation, and evaluation within their practice setting. |  |  |
| Student collaborates with clients to advocate for and with them and to incorporate client voices into advocacy at the organizational, local, state, and federal levels. |  |  |
| Student adheres to the policies affecting social work to which they are accountable at the organizational, local, state, and national levels. |  |  |
| Student explains the Social Work licensing process and how to navigate that process. |  |  |

**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, 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 effectively engage with diverse clients and constituencies. Social workers value principles of relationship-building and inter-professional 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** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student respectfully engages with clients as part of an ongoing component of the therapeutic relationship. |  |  |
| Student demonstrates the importance of human relationships within the clinical process. |  |  |
| Student applies theories of human behavior and the social environment within the clinical context. |  |  |
| Student explains roles and responsibilities as part of the interprofessional team. |  |  |
| Student utilizes self-reflection and supervision in their clinical work. |  |  |

**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 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 inter-professional 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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| **Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student utilizes assessment as an ongoing and dynamic process in clinical social work. |  |  |
| Student applies theories of human behavior and the social environment during ongoing clinical assessment. |  |  |
| Student employs appropriate methods of assessment with diverse clients and integrates knowledge of their specific contexts to advance practice effectiveness. |  |  |
| Student utilizes interprofessional processes and collaboration in assessment. |  |  |
| Student recognizes and manages how their personal experiences may affect their assessment and decision-making in a clinical context. |  |  |

**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 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 effectively intervene 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 inter-organizational collaboration

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| **Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student chooses and implements appropriate clinical interventions based on dynamic assessment. |  |  |
| Student facilitates the use of evidence-informed interventions to achieve the goals of clients. |  |  |
| Student applies theories of human behavior and the social environment to effectively intervene with clients. |  |  |
| Student engages in interprofessional collaboration to strengthen the outcomes of clinical intervention. |  |  |

**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 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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| **Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** | **Learning Activities within the internship** | **Anticipated date of learning activity** |
| Student develops an evaluation process which considers the client’s context.  |  |  |
| Student applies relevant qualitative and quantitative methods in evaluation of clinical outcomes. |  |  |
| Student applies relevant qualitative and quantitative methods in evaluation of clinical outcomes. |  |  |

Additional comments regarding this learning agreement:

Student Signature/date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Field Instructor (Supervisor) Signature/date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\*\*\* Typed signatures will not be accepted

\*\*\* If needed, use the AU printers to “scan and send” the documents to your AU email address as a pdf file. You can then use that pdf file to upload the learning agreement to VIA