

## BSW Learning Agreement

### Introduction

This Learning Agreement adheres to the practice competencies and their corresponding practice behaviors in generalist social work education that the Council on Social Work Education (CSWE) requires of all BSW programs. TUW expects that all students enrolled in the BSW program attempt to achieve these practice behaviors during their field placement (FP).

This learning plan will identify the tasks within the placement agency where these practice behaviors can be achieved. Competencies are measurable practice behaviors that are comprised of knowledge, values, and skills. The goal of the outcome approach is to demonstrate the integration and application of the competencies in practice with individuals, families, groups, organizations, and communities. (Educational Policies and Accreditation Standards, Council on Social Work Education, Inc., 2008, 2012).

This Learning Agreement is to be a collaboration with the Intern and the Field Supervisor (FS). It is designed to make the process as smooth as possible. There are four columns.

The first column, lists the **Core Competency** number.

The second column, names the competency in bold type. Under the competency are the practice behaviors associated with it.

The third column, **Demonstration/Activity** lists specifically how the Intern has achieved the practice behavior in the field placement agency.

The fourth column, **Time Frame** records whether the practice behavior was ongoing during the term or took place on a particular day.

For your convenience the CSWE required **Demonstration/Activity** has been added for each practice behavior.

Should you have questions on completing the Learning Agreement please refer to Learning Agreement Example located in the forms section of the Handbook. For further assistance contact the Coordinator of Practicum for BSW.

Name of Agency \_\_\_\_\_ Phone Number \_\_\_\_\_

Agency Address \_\_\_\_\_

Field Supervisor \_\_\_\_\_ Phone Number \_\_\_\_\_

Student Intern \_\_\_\_\_ Phone Number \_\_\_\_\_

Please indicate Term of this Field Placement 1 \_\_\_\_\_ 2 \_\_\_\_\_ 3 \_\_\_\_\_

<b>Core Competency 1</b>	<b>Identify as a professional social worker and conduct oneself accordingly.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	Advocates for client access to services.	Assist clients in obtaining resources and receiving services at placement agency.	Ongoing
	Practices personal reflection and self-correction to assure continual professional development.	Read and discuss intern role and responsibilities.	Ongoing
	Demonstrates professional demeanor in behavior, appearance and communication.	Write weekly journal entries reflecting on professional demeanor and performance.	Ongoing
	Attends to professional roles and boundaries.	Ask FS for feedback.	
	Engages in supervision and consultation to enhance professional performance.	Prepare an agenda for weekly supervision meetings.	Ongoing
Additional Activities at Field Placement			
<b>Core Competency 2</b>	<b>Apply social work ethical principles to guide professional practice.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>

Practice Behaviors	Recognizes and manages personal values in a way that allows professional values to guide practice.	Identify personal values that are in agreement or conflict with your agency or a client, and discuss with FS.	Ongoing
	Makes ethical decisions by applying the NASW code of ethics. Applies strategies of ethical reasoning to arrive at principled decisions.	Reflect on a situation that required an ethical response. Write a journal entry, what processes were used to align your decision with the NASW Code of Conduct, and discuss with your FS.	
	Tolerates ambiguity in resolving ethical conflicts.	Write a PR about ambiguity either from personal experience or observed at your placement agency.	
Additional Activities at Field Placement			
<b>Core Competency 3</b>	<b>Apply critical thinking to inform and communicate professional judgments.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	Distinguishes, appraises, and integrates multiple sources of knowledge, including research-based knowledge and	Read agency annual report, newsletter, etc. to gain knowledge and practice	Ongoing

	practice wisdom.	wisdom. Read scholarly journals about your type of field placement.	Ongoing
	Critically analyzes models of assessment, prevention, intervention, and evaluation.	Use critical thinking skills to identify the theoretical models used in FP for assessment, prevention, intervention, and evaluation. Discuss with FS.	Ongoing
	Demonstrates effective communication in working with individuals, families, groups, organizations, communities and colleagues: - Written - Oral - Electronic	Share written and electronic documentation (intakes, case notes, emails, etc.) with FS for feedback on your professional judgments. Address oral communication with verbatim PR's with FS.	Ongoing
Additional Activities at Field Placement			
<b>Core Competency 4</b>	<b>Engage diversity and difference in practice.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	Recognizes the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.	Review several client files to determine if agency decisions could have been influenced by poverty, sexual orientation, etc. Journal your findings to discuss with	Ongoing

		FS.	
	Demonstrates self-awareness to minimize the influence of personal biases and values in working with people.	Discuss with FS any pre-existing biases or misconceptions about clients and how those are being corrected in professional practice.	Ongoing
	Recognizes and communicates understanding of the importance of differences in shaping life experiences and applies this understanding in social work practice.	Identify the unique characteristics of the clients served and articulate with FS how these attributes impact their experiences and life trajectory.	Ongoing
	Actively learns about culture from multiple sources, including clients, constituents, communities and organizations to provide culturally competent services and programs.	Read scholarly articles about the culture served by FP. Apply the knowledge gained in service. Discuss cultural competence in your FP with FS.	
Additional Activities at Field Placement			
<b>Core Competency 5</b>	<b>Advance human rights and social and economic justice.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	Understands the forms and mechanisms of oppression and discrimination.	Describe to FS how the clients have been marginalized (i.e., ethnicity, religious beliefs, socioeconomic status, gender, ageism, etc.). Discuss the cultural and societal implications.	

	Advocates for human rights and social and economic justice.	Journal how human rights and social and economic justice are promoted with clients in FP.	
	Engages in practices that advance social and economic justice.	Describe to FS actions taken that promote social and economic justice.	
Additional Activities at Field Placement			
<b>Core Competency 6</b>	<b>Engage in research-informed practice and practice-informed research.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	Understands how practice experience informs the research process.	Research the theoretical underpinnings of a client's case and present as the case assignment in practicum class.	
	Uses research evidence to inform practice.	Utilize scholarly information to enhance client intervention plans. Document in PR and discuss with FS.	
Additional Activities at Field			

Placement			
<b>Core Competency 7</b>	<b>Apply knowledge of human behavior and the social environment.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	Utilizes conceptual frameworks to guide the processes of assessment, intervention and evaluation	Document the framework that was applied in the assessment phase and the intervention incorporated and evaluation in the PR to discuss with FS.	
	Critiques and applies knowledge to understand person and environment	Collaborate with a client to produce an Eco-map and share with FS.	
Additional Activities at Field Placement			

<b>Core Competency 8</b>	<b>Engage in policy practice to advance social and economic well-being and to deliver effective social work services.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	Evaluates the impact, intended and unintended, of agency and public policies and regulations.	Review agency policy manual, relevant legislation and research pertaining to agency's focus. Determine whether the agency's service delivery advances or does not advance social and economic well-being of the clients served.	
	Collaborates with colleagues and clients for effective policy action.	Discuss with administrators and seasoned colleagues ways the placement agency is involved in social change.	
Additional Activities at Field			

Placement			
<b>Core Competency 9</b>	<b>Respond to contexts that shape practice.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	Continuously recognizes, assesses and attends to the social, cultural, economic and technological changes that impact services.	Appropriately assess intervention decisions to improve social service delivery. Present the social work perspective in discussions with colleagues	
	Provides leadership, appropriate to the student role, in promoting sustainable changes in service delivery and practice to improve the quality of social services.	Work collaboratively with others to effect systemic change that is sustainable.	
Additional Activities at Field Placement			

<b>Core Competency 10</b>	<b>Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.</b>	<b>Demonstration/Activity</b>	<b>Time Frame</b>
Practice Behaviors	<p style="text-align: center;">Engagement</p> <ul style="list-style-type: none"> <li>· Substantively and affectively prepares for action with individuals, families, groups, organizations and communities.</li> <li>· Uses empathy and other interpersonal skills appropriately.</li> <li>· Develops a mutually agreed-upon focus of work and desired outcomes.</li> </ul>	Read case files and any other pertinent information to prepare for engagement with individuals, families, groups, organizations, and communities. Observe FS and colleagues on expanding range of handling professional relations.	
	<p style="text-align: center;">Assessment and Planning</p> <ul style="list-style-type: none"> <li>· Collects, organizes and interprets complex client data from multiple system levels.</li> <li>· Assesses client strengths and limitations.</li> <li>· Develops mutually agreed-upon intervention goals and objectives.</li> </ul>	Work with FS and colleagues on developing a range of assessment tools beyond those currently in use. Discuss the strengths perspective in intervention planning. Work with FS and colleagues in resolving	Ongoing

	<ul style="list-style-type: none"> <li>Selects appropriate intervention strategies.</li> </ul>	disagreements on intervention plans.	
	<p style="text-align: center;">Intervention</p> <ul style="list-style-type: none"> <li>Initiates actions to achieve organizational goals.</li> <li>Implements prevention interventions that enhance client capacities.</li> <li>Helps clients resolve problems.</li> <li>Negotiates, mediates, and advocates on behalf of clients. Facilitates transitions and endings within professional relationships.</li> </ul>	<p>Work with FS to create long term preventative interventions.</p> <p>Engage clients in the participation, planning and responsibility to follow up with their intervention plan. Advocate on behalf of clients to ensure equal opportunity and access to resources.</p> <p>Prepare clients in advance for termination.</p>	
	<p style="text-align: center;">Evaluation</p> <ul style="list-style-type: none"> <li>Critically analyzes, monitors and evaluates interventions.</li> </ul>	Review PRs with FS to evaluate the process and outcomes to develop best practice interventions.	
Additional Activities at Field Placement			

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Student Intern \_\_\_\_\_ Date \_\_\_\_\_

Coordinator of Practicum for BSW \_\_\_\_\_ Date \_\_\_\_\_

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