

WESTERN MICHIGAN UNIVERSITY SCHOOL OF SOCIAL WORK

BSW/MSW Foundation Learning Contract and Evaluation

Competency C1: 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.					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B1 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.	I will review the code of ethics and use it as a guide in my decision making process. I will discuss any ethical dilemmas or questions with my supervisor.				
B2 use reflection and self-regulation to manage personal values and maintain professionalism in practice situations.	I will maintain awareness of my personal values and keep them separate from my professional role.				
B3 demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication.	I will follow the organization dress code. I will continue to maintain professional expectations when communicating with others.				
B4 use technology ethically and appropriately to facilitate practice outcomes.	I will follow organization and University guidelines for appropriate use of technology. I will not engage with clients				

	on social media or utilize my personal email or phone when communicating with them.				
B5 use supervision and consultation to guide professional judgment and behavior.	I will participate in weekly supervision with my field instructor to reflect and debrief on tasks performed. I will engage in a feedback session to help improve performance.				

Competency C2: 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.

Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B6 apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels.	I will identify barriers that could arise from lack of understanding the diversity and differences of my clients and seek understanding of these barriers.				
B7 present themselves as learners and engage clients and constituencies as experts of their own experiences.	I will invite clients to educate me on their personal experiences. I will be a receptive listener as clients share.				

B8 apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	I will continually identify and explore my personal bias while striving to educate myself on these bias. I will maintain separation of personal bias and professional behavior.				
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<p>Competency C3: 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.</p>					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1 st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B9 apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels.	I will identify what barriers exist for my clients and their community. Based on these barriers I will plan appropriate interventions and advocate for the client. I will work within the organizations role as an advocate in the court system for clients.				

B10 engage in practices that advance social, economic, and environmental justice.	I will search for and attend community events that raise awareness and provide education relevant to the organizations constituents.				
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Field Instructor's Comments for First Semester:**Field Instructor's Comments for Second Semester:**

Competency C4: 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.					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B11 use practice experience and theory to inform scientific inquiry and research.	I will research and observe different theories relevant to my caseload of childhood trauma.				
B12 apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings.	I will use skills learned in coursework such as; finding evidence based practices, to analyze research methods and findings pertaining to my case load.				
B13 use and translate research evidence to inform and improve practice, policy, and service delivery.	I will employ evidence-based interventions, evaluate my practice, and use research findings to improve practice, policy, and social service delivery. I will focus on psycho-education for client families on trauma effects				

Competency C5: 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.					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1 st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B14 identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.	I will research social policy at different levels that affect my clients. I will participate in interdisciplinary case review meetings to learn current policies.				
B15 assess how social welfare and economic policies impact the delivery of and access to social services.	I will explore client’s personal experiences in delivery and access to social services. I will learn through interdisciplinary case reviews what other professional’s assessments are.				
B16 apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.	I will contribute possible reforms or adaptations in a professional time and manner. I will participate in seminars and activities pertaining to my client population to glean information on improvement of services.				

Field Instructor’s Comments for First Semester:

Field Instructor’s Comments for Second Semester:

Competency C6: 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.					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B17 apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.	I will utilize interpersonal skills to engage with clients through active listening, reflection, empathy, clarification questions and problem solving to establish a therapeutic relationship with client.				
B18 use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.	I will use interpersonal skills when engaging clients such as: reflective listening, empathy, open ended questions, content clarification, seeking feedback, and appropriate confrontation and problem solving.				

Field Instructor’s Comments for First Semester:

Field Instructor’s Comments for Second Semester:

Competency C7: 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.					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B19 collect and organize data, and apply critical thinking to interpret information from clients and constituencies.	I will analyze and evaluate treatments through clinical observations, rating scores and Likert scales to ensure treatment is effective. I will use social histories to gain information on client.				
B20 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.	I will help my clients identify and record their strengths and limitations in all aspects of their lives and environments.				
B21 develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies.	I will aid the clients in producing goals and working towards the completion of those goals.				
B22 select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	I will use evidence based interventions (TF-CBT) with clients on my caseload. I will use evidence based strategies in designing a program for a teen group program.				

Field Instructor's Comments for First Semester:

1=Unacceptable Progress 2=Insufficient Progress 3=Emerging Competence 4=Competent 5=Advanced Competence N/A=Not applicable (please explain)

Field Instructor’s Comments for Second Semester:

Competency C8: 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 inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B23 critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies.al well-being	I will follow the agencies TF-CBT plan for working with children in the clinical setting. I will research engagement strategies for teen group.				
B24 apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.	I will follow the agency's recommended interventions for working with the client. I will familiarize myself with the way the agency uses specific interventions. For example the TF-CBT manual is used but not followed step by step.				
B25 use inter-professional collaboration as appropriate to achieve beneficial practice outcomes.	I will participate in monthly interdisciplinary case review.				
B26 negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies.	I will advocate for clients during case review. I will participate in court proceedings as appropriate.				

B27 facilitate effective transitions and endings that advance mutually agreed-on goals.	I will have a transition plan in place from first contact. I will remind the client of approaching end of sessions, review the progress that client has made and review the tools and skills that clients have acquired.				
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Field Instructor’s Comments for First Semester:

Field Instructor’s Comments for Second Semester:

Competency C9: 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.					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
B28 select and use appropriate methods for evaluation of outcomes.	I will compare practice experiences in the field with class material and discuss during supervision and in reflection journals.				
B29 apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.	Discuss with supervisor case history of clients and their culture or family history. Talk about how this affects their future outcome and treatment in the Child advocacy center.				
B30 critically analyze, monitor, and evaluate intervention and program processes and outcomes.	I will work with clients to assess, analyze, and formulate client self-identified goals and treatment plans. I will evaluate the				

	effectiveness of outcomes and make revisions as indicated.				
B31 apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.	I will advocate for policies at the city, state or federal level that help to eliminate barriers for families utilizing the Children’s advocacy center services.				

Field Instructor’s Comments for First Semester:

Field Instructor’s Comments for Second Semester:

WMU Additional Competency C10: Practice appropriate self-care to enhance effectiveness, minimize secondary trauma, and prepare for a career of well balanced social work practice					
Practice Behaviors	Activities or products: How will you demonstrate that you are competent in each practice behavior?	Date Added	Date Completed	1st Semester Evaluation	
				Field Instructor assessment	Student Self-assessment
WMU B32 Practice appropriate physical self-care	I will exercise on a regular basis for self-care.				
WMU B33 Practice appropriate emotional self-care	I will practice journaling, praying, meditating, listening to music or another form of emotional self -care on a regular basis.				

Field Instructor’s Comments for First Semester:

Field Instructor’s Comments for Second Semester:

Additional Comments:

1=Unacceptable Progress 2=Insufficient Progress 3=Emerging Competence 4=Competent 5=Advanced Competence N/A=Not applicable (please explain)

Role	Learning Contract 1st Semester Signature & Date	Learning Contract 2nd Semester Signature & Date	1st Semester Evaluation Signature & Date	2nd Semester Evaluation Signature & Date
Student				
Primary Field Instructor				
Secondary Field Instructor				
Faculty Liaison				