NKU NORTHERN KENTUCKY UNIVERSITY

SOCIAL WORK PROGRAM

MSW Learning Contract

MSW Field Placement I with Foundation Practice Behaviors

Student Name:_____**Field Placement - Agency:** _____
Field Supervisor:_____
Supervisor's Highest Social Work Degree Awarded:_____
Institution of Supervisor's Highest Social Work Degree Awarded: _____
Total Placement Hours Completed:_____**Semester & Year**_____

Competencies & Foundation Practice Behaviors	**Supervisor's Evaluation of Student Practice Behaviors**	
MSW Field Experience I is the first MSW placement designed to give students the opportunity to apply social work knowledge, values and skills in a practice setting. The Council on Social Work Education (CSW) has defined nine core **competencies** that all social work graduates should attain by the completion of their social work education. The competencies are: **1.** DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR **2.** ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE **3.** ADVANCE HUMAN RIGHTS AND SOCIAL, ECONOMIC, AND ENVIRONMENTAL JUSTICE **4.** ENGAGE IN PRACTICE-INFORMED RESEARCH AND RESEARCH-INFORMED PRACTICE **5.** ENGAGE IN POLICY PRACTICE **6.** ENGAGE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES **7.** ASSESS INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES **8.** INTERVENE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES **9.** EVALUATE PRACTICE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES Each competency is comprised of a number of **practice behaviors**. Each practice behavior is associated with a **learning activity or task** that the student will perform to meet the criteria for the practice behavior. The activity or task is the method the field instructor can observe and measure the degree to which the practice behaviors have been achieved; this in turn indicates how well the student has met the practice behaviors. Students are to complete 300 hundred hours in field.	Select the score within each practice behavior that most accurately describes the student's performance. The Key used throughout this evaluation is as follows: 0. Insufficient Evidence 1. Needs improvement 2. Novice 3. Apprentice 4. Independent 5. Proficient	

1. Demonstrate Ethical and Professional Behavior (EP 2.1.1) 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. Social workers: ***Foundational Practice Behaviors*** 1. 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; 2. Use reflection and self-regulation to manage personal values and maintain 3. Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication; 4. Use technology ethically and appropriately to facilitate practice outcomes; and 5. Use supervision and consultation to guide professional judgment and behavior.	**Midterm**	**Final**

Activities/Tasks :	Midterm	Final
1.	0	0
2.	0	0
3.	0	0
4.	0	0
5.	0	0

2. <u>Engage Diversity and Difference in Practice</u> (EP 2.1.2) 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. Social workers:		
<u>Foundational Practice Behaviors</u>	**Midterm**	**Final**
6. Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels; 7. Present themselves as learners and engage clients and constituencies as experts of their own experiences; 8. Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.		
Activities/Tasks:		
6.	0	0
7.	0	0
8.	0	0

3. <u>Advance Human Rights and Social, Economic, and Environmental Justice</u> (EP 2.1.3) 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. Social workers: ***<u>Foundational Practice Behaviors</u>*** 9. Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and 10. Engage in practices that advance social, economic, and environmental justice. **Activities/Tasks:**	**Midterm**	**Final**
9.	0	0
10.	0	0

4. <u>Engage in Practice-informed Research and Research-informed Practice</u> ***(EP 2.1.4)*** 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. Social workers: ***<u>Foundational Practice Behaviors</u>*** 11. Use practice experience and theory to inform scientific inquiry and research; 12. apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and 13. Use and translate research evidence to inform and improve practice, policy, and service delivery. **Activities/Tasks:**	**Midterm**	**Final**
11.	0	0
12.	0	0
13.	0	0

5. <u>Engage in Policy Practice</u> (EP 2.1.5) 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. Social workers: ***<u>Foundational Practice Behaviors</u>*** 14. Identify social policy at the local, state, and federal level that impacts well- being, service delivery, and access to social services; 15. Assess how social welfare and economic policies impact the delivery of and access to social services; 16. Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice. **Activities/Tasks:** **14.** **15.** **16.**	**Midterm** 0 0 0	**Final** 0 0 0

6. <u>Engage with Individuals, Families, Groups, Organizations, and Communities</u> (EP 2.1.6) 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. Social workers:		
<u>Foundational Practice Behaviors:</u>	**Midterm**	**Final**
17. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and 18. Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.		
Activities/Tasks:		
17.	0	0
18.	0	0

7. <u>Assess Individuals, Families, Groups, Organizations, and Communities</u> **(EP 2.1.7)** 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. Social workers: ***<u>Foundational Practice Behaviors:</u>*** 19. Collect and organize data, and apply critical thinking to interpret information from clients and constituencies; 20. 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; 21. Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; 22. Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	**Midterm**	**Final**

Activities/Tasks:	Midterm	Final
19.	0	0
20.	0	0
21.	0	0
22.	0	0

8. <u>Intervene with Individuals, Families, Groups, Organizations, and Communities</u> (EP 2.1.8) 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. Social workers: ***<u>Foundational Practice Behaviors:</u>*** 23. Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies; 24. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies; 25. Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes; 26. negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; 27. Facilitate effective transitions and endings that advance mutually agreed-on goals	**Midterm**	**Final**

Activities/Tasks:	Midterm	Final
23.	0	0
24.	0	0
25.	0	0
26.	0	0
27.	0	0

9. **Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities** ***(EP 2.1.9)*** 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. Social workers: ***Foundational Practice Behaviors:***	**Midterm**	**Final**
28. Select and use appropriate methods for evaluation of outcomes; 29. Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes; 30. Critically analyze, monitor, and evaluate intervention and program processes and outcomes; 31. Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.		
Activities/Tasks:		
28.	0	0
29.	0	0
30.	0	0
31.	0	0

A. Agency learning goals for students not otherwise addressed (optional)		

B. <u>Student's additional learning goals in their field placement</u> Develop and write your personal learning goal (competency) and supporting learning objectives (practice behaviors) here.		
Formal One Hour Weekly Plan for Supervision (when, where, and with whom)		

Mission of NKU MSW Program

The NKU Social Work program educates competent and ethical Master of Social Work graduates who demonstrate leadership and social work values in their communities and their profession, toward advancing social and economic justice.

Learning Contract Signatures

The student competencies and practice behaviors set out herein comprise the Student/Agency Learning Contract for field placement. The signatures reflect agreement that the student will accomplish the practice behaviors and develop the competencies during his or her field placement experience with the agency.

Field Supervisor Signature	Date
Field Student Signature	Date
NKU Field Instructor Signature	Date
NKU Field Director Signature	Date

Field Evaluation

Narrative Summary

- Please identify student strengths.

- Please identify areas for professional growth.

The signatures below indicate that both the agency field supervisor and field student have read and discussed this evaluation.

Signatures for MIDTERM Evaluation of Student (after completion of 150 hours of placement)	**Signatures for FINAL Evaluation of Student (after completion of 300 hours of placement)**
Supervisor's Suggested Grade for Student (select one) Select Midterm Grade	**Supervisor's Suggested Grade for Student (Select one)** Select Final Grade
Signature of Agency Field Supervisor Date	Signature of Agency Field Supervisor Date
Signature of Student Date	Signature of Student Date

* Student may attach a written statement addressing any area(s) of disagreement and the reasons(s).