

**Misericordia University  
Social Work Field Learning Contract**

**Student Name:** \_\_\_\_\_

**Field Instructor:** \_\_\_\_\_

**Task Supervisor (if applicable):** \_\_\_\_\_

**Agency Name:** \_\_\_\_\_ **Field Placement: 371 / 475 / 476**

The purpose of the Field Learning Contract is to provide the student and supervisor with an opportunity to plan together the student’s learning experience in accordance with the Council on Social Work Education’s (CSWE’s) Educational Policy & Accreditation Standards (EPAS). These standards promote holistic competence as demonstrated through knowledge, values, skills, and cognitive and affective processes through 9 competencies and 31 practice behaviors.

This contract is flexible, but will provide mutual understanding of expectations for the student throughout the semester(s). The student will discuss the competencies and practice behaviors in developing the contract with their Field Supervisor. During the Senior Field practicum, special attention should be placed on competencies not previously met in the Junior Field Practicum, and those that can only be met through direct practice in the agency field setting.

As students’ progress in their understanding of social work methods and processes and agency purpose, policies, and procedures, Field Supervisors are encouraged to help students progressively increase their supervised contact with and provision of direct social work services to clients within the agency field setting appropriate to their knowledge, skills, and abilities. If you need assistance developing agency tasks to satisfy the core competencies and practice behaviors, the Field Director is available to assist you as needed. A midterm and final evaluation will be conducted each semester to assess the student’s progress in completing the agency tasks and meeting core social work competencies and practice behaviors. Please review the midterm and final evaluation prior to completing the Field Learning Contract to ensure the agency tasks correspond to how the student will be evaluated (**1 = unsatisfactory, 2 = needs improvement, 3 = acceptable, 4 = above average, 5 = outstanding, and NYC = not yet completed**).

**COMPETENCY 1: INTERN DEMONSTRATES ETHICAL AND PROFESSIONAL BEHAVIOR.**

| <b>Practice Behaviors<br/>(Learning Outcomes)</b>   | <b>Agency Tasks</b> |
|---|---------------------|
| (a). Make ethical decisions by applying the standards of NASW Code of Ethics, relevant laws and regulations, models for ethical decision making, ethical conduct of research, |                     |

|  |  |
|--|--|
| <p>&amp; additional codes of ethics as appropriate to context;</p> <p>(b). demonstrate professional behavior; appearance; and oral, written, &amp; electronic communication;</p> <p>(c) . use technology ethically &amp; appropriately to facilitate practice outcomes; and</p> <p>(d). use supervision &amp; consultation to guide professional judgment &amp; behavior</p> |  |
|--|--|

**COMPETENCY 2: ADVANCE HUMAN RIGHTS and SOCIAL, RACIAL, ECONOMIC, and ENVIRONMENTAL JUSTICE**

| <b>Practice Behaviors<br/>(Learning Outcomes)</b>  | <b>Agency Tasks</b> |
|--|---------------------|
| <p>(a). advocate for human rights at the individual, family, group, organizational, and community systems levels; and</p> <p>(b) engage in practices that advance human rights to promote social, racial, economic, and environmental justice.</p> |                     |

**COMPETENCY 3: INTERN ENGAGES IN ANTI-RACISM, DIVERSITY, EQUITY, and INCLUSION (A DEI) in PRACTICE**

| <b>Practice Behaviors<br/>(Learning Outcomes)</b> | <b>Agency Tasks</b> |
|---|---------------------|
|   |                     |

|  |  |
|--|--|
| <p>(a). demonstrates anti-racist and anti-oppressive social work practice at the individual, family, group, organizational, community, research, and policy levels; and</p> <p>(b) demonstrate cultural humility by applying critical reflection, self-awareness, and self-regulation to manage the influence of bias, privilege, and values in working with clients and constituencies, acknowledging them as experts of their own lived experiences.</p> |  |
|--|--|

**COMPETENCY 4: INTERN ENGAGES IN PRACTICE-INFORMED RESEARCH AND RESEARCH-INFORMED PRACTICE.**

| <b>Practice Behaviors<br/>(Learning Outcomes)</b>   | <b>Agency Tasks</b> |
|---|---------------------|
| <p>(a) apply research findings to inform and improve practice, policy, and programs; and</p> <p>(b) identify ethical, culturally informed, anti-racist, and anti-oppressive strategies that address inherent biases for use in quantitative and qualitative research methods to advance the purposes of social work</p> |                     |

**COMPETENCY 5: INTERN ENGAGES IN POLICY PRACTICE.**

| <b>Practice Behaviors<br/>(Learning Outcomes)</b> | <b>Agency Tasks</b> |
|---|---------------------|
|   |                     |

|   |  |
|---|--|
| <p>(a) use social justice, anti-racist, and anti-oppressive lenses to assess how social welfare policies affect the delivery of and access to social services; and</p> <p>(b) apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, racial, economic, and environmental justice.</p> |  |
|---|--|

**COMPETENCY 6: INTERN ENGAGES WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES.**

| <b>Practice Behaviors (Learning Outcomes)</b>   | <b>Agency Tasks</b> |
|---|---------------------|
| <p>(a) apply knowledge of human behavior and person - in-environment, as well as interprofessional conceptual frameworks, to engage with clients and constituencies; and</p> <p>(b) use empathy, reflection, and interpersonal skills to engage in culturally responsive practice with clients.</p> |                     |

**COMPETENCY 7: INTERN ASSESSES INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES.**

| Practice Behaviors (Learning Outcomes) | Agency Tasks |
|--|--------------|
|  |              |

|  |  |
|--|--|
| <p>(a) apply theories of human behavior and person-in-environment, as well as other culturally responsive and interprofessional and conceptual frameworks, when assessing clients and constituencies; and</p> <p>(b) demonstrate respect for client self determination during the assessment process by collaborating with clients and constituencies in developing a mutually agreed upon plan.</p> |  |
|--|--|

**COMPETENCY 8: INTERN INTERVENES WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES.**

| <b>Practice Behaviors<br/>(Learning Outcomes)</b>  | <b>Agency Tasks</b> |
|--|---------------------|
| <p>(a) engage with clients and constituencies to critically choose and implement culturally responsive, evidence-informed interventions to achieve client and constituency goals; and</p> <p>(b) incorporate culturally responsive methods to negotiate, mediate, and advocate with and on behalf of clients and constituencies.</p> |                     |

**COMPETENCY 9: INTERN EVALUATES PRACTICE WITH INDIVIDUALS, FAMILIES, GROUPS, ORGANIZATIONS, AND COMMUNITIES**

| <b>Practice Behaviors<br/>(Learning Outcomes)</b> | <b>Agency Tasks</b> |
|---|---------------------|
|   |                     |

(a) select and use culturally responsive methods for evaluation of outcomes; and  
(b) critically analyze outcomes and apply evaluation findings to improve practice effectiveness with individuals, families, groups, organizations and communities.

**Intern Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Field Instructor Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Task Supervisor (if applicable) Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

**Field Director Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_