

**AREA OF SPECIALIZED PRACTICE LEARNING CONTRACT**

The field practicum provides an educational experience leading to the achievement of 9 competencies necessary for effective social work practice. Below is a list of each competency followed by the behaviors that demonstrate that competency including specialized behaviors. For each competency and subsequent behavior, the student and agency field instructor work together to identify activities are relevant and appropriate in that agency setting. In addition to selecting the learning activities, identify the specific methods or tasks that will be used to ensure that the student has successfully demonstrated their ability to complete the learning activity. This learning contract serves as a guideline for final evaluations.

Student Name:	<i>MUID #</i>
Agency:	
Agency Address:	Agency Phone#
Field Instructor Name and Contact Information:	
Task Supervisor Name and Contact Information (if applicable):	
Field Faculty Liaison Name:	
Placement Start Date:	Placement End Date:

**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 judgement 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.*

<b>Practice Behaviors</b>	<b>Practicum Learning Activities and Assignments</b>	<b>Student Performance will be Measured in the Following Manner:</b>
1.1 Makes 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		
1.2. Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations		
1.3 Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication		
1.4 Use technology ethically and appropriately to facilitate practice outcomes		

1.5 Use supervision and consultation to guide professional judgment and behavior		
<b>Advanced Practice Behaviors</b>		
<i>Understand and identify professional strengths, limitations, and challenges related to practice in Behavioral Health and demonstrates ethical practice in Behavioral Health by collaborating with colleagues within specialist's agency and other local healthcare agencies to continuously assess and improve service system design</i>		
<i>Demonstrate ethical practice in Behavioral Health by communicating with healthcare consumers and family members using secure online, mobile, and "smart" technology and devices and safeguards healthcare consumer privacy and confidentiality with respect to communication, documentation, and data</i>		

<b>Competency 2: Engage Diversity and Difference in Practice</b>		
<i>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.</i>		
<b>Practice Behaviors</b>	<b>Practicum Learning Activities and Assignments</b>	<b>Student Performance will be Measured in the Following Manner:</b>

2.1 Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels		
2.2 Present themselves as learners and engage clients and constituencies as experts of their own experiences		
2.3 Apply self- awareness and self- regulation to manage the influence of personal biases and values in working with diverse clients and constituencies		
<b>Advanced Practice Behaviors</b>		
<i>Identify and address disparities in Behavioral Healthcare access and quality for diverse individuals and populations served</i>		
<i>Adapt services, including evidence-based inter-professional team approaches, to the language, cultural norms, and individual preferences of Behavioral Healthcare consumers and family members</i>		

<i>Develop collaborative relationships with providers of services tailored to the needs of culturally diverse Behavioral Healthcare consumers and family members</i>		
<i>Examine the experiences of culturally diverse Behavioral Healthcare consumers and family members with respect to quality of care and adjust the delivery of care as needed</i>		
<i>Educate members of the team about the characteristics, Behavioral Healthcare needs, health behaviors, and views toward illness and treatment of diverse populations served in the treatment setting</i>		

<b>Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice</b>		
<i>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.</i>		
<b>Practice Behaviors</b>	<b>Practicum Learning Activities and Assignments</b>	<b>Student Performance will be Measured in the Following Manner:</b>
3.1 Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels		

3.2 Engage in practices that advance social, economic, and environmental justice		
<b>Advanced Practice Behaviors</b>		
<i>Create and periodically update Behavioral Health care plans in consultation with healthcare consumers, family members, and other providers, including individuals identified by consumers as part of their healthcare team</i>		
<i>Work with Behavioral healthcare consumers to develop whole health and wellness recovery plans and match and adjust the type and intensity of services to the needs of the Behavioral healthcare consumer, ensuring the timely and unduplicated provision of care</i>		
<i>Through the Behavioral Health care plans, link multiple services, Behavioral Healthcare providers, and community resources to meet the healthcare consumers' needs and ensure the flow and exchange of information among Behavioral healthcare consumers, family members, and linked providers. Work collaboratively to resolve differing perspectives and priorities among professionals</i>		

<b>Competency 4: Engage in Practice-informed Research and Research-informed Practice</b>		
<i>Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and 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.</i>		
<b>Practice Behaviors</b>	<b>Practicum Learning Activities and Assignments</b>	<b>Student Performance will be Measured in the Following Manner:</b>
4.1 Use practice experience and theory to inform scientific inquiry and research		
4.2 Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings		
4.3 Use and translate research evidence to inform and improve practice, policy, and service delivery		
<b>Advanced Practice Behaviors</b>		
<i>Assess treatment fidelity</i>		
<i>Measure consumer satisfaction and healthcare outcomes</i>		

<i>Recognize and rapidly address errors in care</i>		
<i>Collaborate with other team members on service improvement</i>		

<b>Competency 5: Engage in Policy Practice</b>		
<i>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.</i>		
<b>Practice Behaviors</b>	<b>Practicum Learning Activities and Assignments</b>	<b>Student Performance will be Measured in the Following Manner:</b>
5.1 Identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services		
5.2 Assess how social welfare and economic policies impact the delivery of and access to social services		
5.3 Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice		
<b>Advanced Practice Behaviors</b>		

<i>Identify, and evaluate policies that impact types of services and delivery of services to clients requiring Behavioral Health care in the Cabell-Huntington area</i>		
<i>Advocate with and inform administrators and legislators to influence policies that affect Behavioral Health clients and Behavioral Health services</i>		

<b>Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities</b>		
<i>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.</i>		
<b>Practice Behaviors</b>	<b>Practicum Learning Activities and Assignments</b>	<b>Student Performance will be Measured in the Following Manner:</b>
6.1 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies		
6.2 Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies		

<b>Advanced Practice Behaviors</b>		
<i>Attend to the interpersonal dynamics and contextual factors that both strengthen and potentially threaten the therapeutic alliance with clients in Behavioral Healthcare practices</i>		
<i>Establish client relationships that are evidenced based and encourage a process where clients are equal participants in the establishment of treatment goals and expected outcomes</i>		

<b>Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities</b>		
<i>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.</i>		
<b>Practice Behaviors</b>	<b>Practicum Learning Activities and Assignments</b>	<b>Student Performance will be Measured in the Following Manner:</b>
7.1 Collect and organize data, and apply critical thinking to interpret information from clients and constituencies		
7.2 Apply knowledge of human behavior and the social environment and other multi- disciplinary frameworks in analysis of assessment data from clients and constituencies		

7.3 Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies		
7.4 Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies		
<b>Advanced Practice Behaviors</b>		
<i>Select and modify appropriate intervention strategies based on continuous Behavioral Health assessment</i>		
<i>Use differential diagnosis in Behavioral Healthcare practice</i>		
<i>Evaluate, select, and implement appropriate Behavioral Health assessment instruments for use with target populations</i>		

**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 inter-professional team work and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.*

<b>Practice Behaviors</b>	<b>Practicum Learning Activities and Assignments</b>	<b>Student Performance will be Measured in the Following Manner:</b>
8.1 Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies		
8.2 Apply knowledge of human behavior and the social environment, person-in- environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies		
8.3 Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes		
8.4 Negotiate, mediate, and advocate with and on behalf of clients and constituencies		

8.5 Facilitate effective transitions and endings that advance mutually agreed- on goals		
<b>Advanced Practice Behaviors</b>		
<i>Critically evaluate, select, and apply best practices and evidence based Behavioral Health interventions</i>		
<i>Collaborate with other professionals to coordinate Behavioral Health treatment interventions</i>		
<i>Identify, evaluate, and select effective Behavioral Health intervention</i>		
<i>Implement effective Behavioral Health intervention strategies with clients</i>		

**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.*

Practice Behaviors	Practicum Learning Activities and Assignments	Student Performance will be Measured in the Following Manner:
9.1 Select and use appropriate methods for evaluation of outcomes		
9.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes		
9.3 Critically analyze, monitor, and evaluate intervention and program processes and outcomes		
9.4 Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels		
<b>Advanced Practice Behaviors</b>		

<i>Contribute to the theoretical knowledge base of the social work profession through Behavioral Health practice-based research</i>		
<i>Use evaluation of the Behavioral Health process and/or Behavioral Health outcomes to develop best practice in Behavioral Health protocols</i>		

***Signatures upon Completion of Learning Contract***

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Student Signature

Date

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Field Instructor Signature

Date

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Task Supervisor Signature (if applicable)

Date

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Field Faculty Liaison Signature

Date