



## SUNY Fredonia Social Work Program Learning Contract

Student: \_\_\_\_\_  
Field Instructor: \_\_\_\_\_  
Task Supervisor: \_\_\_\_\_  
Agency: \_\_\_\_\_  
Faculty Liaison: \_\_\_\_\_  
Date: \_\_\_\_\_

The SUNY Fredonia Field Practicum is "one experience spread over two semesters" and is consistent with our developmental curriculum plan which supports integrated generalist practice that builds in knowledge and skill level each semester. This Field Contract gives structure to the social work student's field education experience and yet is designed to be flexible. Students need to have problem solving (engagement, assessment, planning, intervention, monitoring, evaluating and termination) experiences with individuals, families, groups, organizations, and communities. Policy practice experience is also needed.

### Directions:

1. For each area listed, please list the experiences the student will have during the entire academic year. Please be specific when you know there are tasks/projects the student will be assigned but also feel free to be broad in your descriptions of experiences, such "as attend trainings as schedule allows", etc.
2. While thinking about activities, please keep an eye on the Field Evaluation form. This is the form used for grading student competency at the end of the Spring semester. (Students will be graded S/U for the Fall semester). The grade assigned to the Field Evaluation is a significant part of the student's grade for Practicum-- so all the experiences should help the students gain these competencies. It is assumed that a single experience can help students master competencies in several areas. You do not need to tailor activities as a task list to meet an outcome.

*If it becomes apparent that the experiences listed will not help the student meet the competencies, please amend the contract by attaching an addendum. Because we see this as a mutual process, we ask that both the Field Instructor and the student initial changes to the contract. Also, the student will provide the SUNY Fredonia Field Liaison (i.e. their seminar instructor) with the working copy in the beginning of the Fall semester. We will review the contract with the student and Field Instructor/Task Supervisor at the beginning of each semester. Faculty will amend their copy when appropriate.*

3. Students should have the experience of working with cases independently, under supervision, at least in the second semester. They need to arrive at this level to meet Council on Social Work Education competency standard and to meet the goal of Field Education. Student caseloads can be micro, mezzo, or macro systems, preferably a combination of them. Agency field instructors and task supervisors choose the timing to make caseload assignments based upon their assessment of student's abilities vis-a-vis client strengths/needs, agency needs/tolerances and all other ethical and practice issues that come into play for such an assignment.

4. For the Fall Field Site Visit, please type the Learning Contract and provide all meeting participants with a copy. After the meeting, if there are revisions, please make all revisions and submit within one week to the assigned Faculty Liaison.

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## Agreed upon Experiences

At minimum, please list three activities that relate to core behaviors listed under each competency. In addition, please check the method of evaluation for your selected activity (Micro/Mezzo/Macro).

Competency-based education is an outcome performance approach to curriculum design. 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.

### **Competency (COMP) 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 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:

- 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;
- use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;
- demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;
- use technology ethically and appropriately to facilitate practice outcomes; and
- use supervision and consultation to guide professional judgment and behavior.

Task

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Activity	Micro	Mezzo	Macro

Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other

**Competency (COMP) 2: 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. Social workers:

- apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;
- present themselves as learners and engage clients and constituencies as experts of their own experiences; and
- apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.

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Activity	Micro	Mezzo	Macro

Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other

**Competency (COMP) 3: 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. Social workers:

- apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and
- engage in practices that advance social, economic, and environmental justice.

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Activity	Micro	Mezzo	Macro

Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other

**Competency (COMP 4): 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. Social workers:

- use practice experience and theory to inform scientific inquiry and research;
- apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and
- use and translate research evidence to inform and improve practice, policy, and service delivery

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Activity	Micro	Mezzo	Macro

Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other

**Competency (COMP) 5: 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. Social workers:

- Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;
- assess how social welfare and economic policies impact the delivery of and access to social services;
- apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.

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Activity	Micro	Mezzo	Macro

Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other



**Competency (COMP) 6: 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. Social workers:

- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and
  - use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.

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Activity	Micro	Mezzo	Macro

Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other

**Competency (COMP) 7: 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. Social workers:

- collect and organize data, and apply critical thinking to interpret information from clients and constituencies;
  - 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;
  - develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies;
- and
- select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.

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Activity	Micro	Mezzo	Macro

Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other

**Competency (COMP) 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 teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration. Social workers:

- critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies;
- use inter-professional collaboration as appropriate to achieve beneficial practice outcomes;
- negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and • facilitate effective transitions and endings that advance mutually agreed-on goals.

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Activity	Micro	Mezzo	Macro

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Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other

**Competency (COMP) 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. Social workers:

- select and use appropriate methods for evaluation of outcomes;
- apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;
- critically analyze, monitor, and evaluate intervention and program processes and outcomes; and
- apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.

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Activity	Micro	Mezzo	Macro

Method of Evaluation/Outcome (check all that apply)

Direct observation

Feedback from agency professional

Communication (verbal or written)

Community/Client feedback

Other

**Signatures:**

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

\_\_\_\_\_ Date \_\_\_\_\_  
(Field Instructor)

\_\_\_\_\_ Date \_\_\_\_\_  
(Task Supervisor, if applicable)

\_\_\_\_\_ Date \_\_\_\_\_  
(Faculty Liaison)