



## MSW Specialist Learning Contract

822 - Field Practicum III (MSW - Specialist)     823 - Field Practicum IV (MSW - Specialist)

Practicum student \_\_\_\_\_ Date \_\_\_\_\_

Field Instructor \_\_\_\_\_

On-Site Supervisor \_\_\_\_\_ Agency \_\_\_\_\_

Social work is a highly demanding profession, requiring certain attributes and professional standards in order to practice effectively. These professional standards involve professional comportment, commitment, and the ability to develop productive relationships with clients and colleagues. This learning contract is intended to be a *working document* to give the practicum student feedback about his or her performance.

### Core Competency #1: Demonstrate Ethical and Professional Behavior.

#### Specialist behaviors (SB) needed to develop this competency:

- SB 1 – Demonstrates effective leadership 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 within the specialist values of empowerment, social justice and cultural competence.
- SB 2 – Understands and articulates the specialist practice model of social work practice.
- SB 3 – Represents agency and/or organization in a professional manner to multiple constituencies.
- SB 4 – Demonstrates competency at an advanced level in verbal, written and electronic communications in the process of managing professional duties, responsibilities, and appearance.
- SB 5 – Seeks and accepts feedback, support, and constructive criticism from supervisors and colleagues to enhance specialist practice

Activities to Develop Skills
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<sup>1</sup> BSRB 102-2-1a(i) – “Direct Client Contact” means a service to a client system that utilizes individual, family, or group interventions through face-to-face interaction or the use of electronic mediums of face-to-face interaction in which confidentiality is protected.

<sup>1</sup> BSRB 65-6306.4(c) – “Clinical Practicum” of supervised professional experience including psychotherapy and assessment, integrating diagnosis and treatment of mental disorders with use of American Psychiatric Association’s diagnostic and statistical manual, with not less than 350 hours of direct client contact...

**Core Competency #2: Engage in Diversity and Differences in Practice.**

Specialist behaviors (SB) needed to develop this competency:

- SB 6 – Recognizes and manages personal biases as they affect the client-worker relationship within specialist practice.
- SB 7 – Applies evidence based knowledge of diverse cultures to specialist practice.
- SB 8 – Uses cognitive and affective processes that lead to culturally appropriate practice methods that foster enhanced cultural identity and empowerment.

Activities to Develop Skills
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**Core Competency #3: Advance Human Rights and Social, Economic, and Environmental Justice.**

Specialist behaviors (SB) needed to develop this competency:

- SB 9 - Apply their knowledge, skills and ethics to social, economic and environmental justice to advocate for human rights at the individual and system levels through cultural competency and empowerment.
- SB 10 - Actively participates with others in creating new, modified, or improved services, resources, and opportunities for client systems.

Activities to Develop Skills
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**Core Competency #4: Engages in practice-informed research and research-informed practice.**

Specialist behaviors (SB) needed to develop this competency:

- SB 11 - Using an advanced rationale, critically assesses and chooses a tailored approach to one intervention over another.
- SB 12 - Participates in the generation of new specialist practice knowledge through practice and research.
- SB 13 - Utilizes research evidence along with practice wisdom and other contextual factors to inform practice, policy, and service delivery.

Activities to Develop Skills
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Activities to Develop Skills
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**Core Competency #5: Engage in Policy Practice.**

Specialist behaviors (SB) needed to develop this competency:

- SB 14 - Analyzes organizational policies, procedures, resources, through cultural competency to empower clients at all levels of the system’s well-being, service delivery, and access to services.
- SB 15 - Uses cognitive and affective processes to advocate to support policy change on behalf of a specific group or organization.
- SB 16 - Analyzes organizational policies, procedures, resources, and client characteristics to advocate for services or change policies on behalf of a specific group or organization.

Activities to Develop Skills
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**Core Competency #6: Engages with Individuals, Families, Groups, Organizations, and Communities.**

Specialist behaviors (SB) needed to develop this competency:

- SB 17 - Engages with clients and constituencies using a specialist framework that incorporates a holistic and complex view of client situations.
- SB 18 - Connects with clients and constituencies using respectful, empathetic, and culturally competent approaches.

Activities to Develop Skills
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**Core Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities.**

Specialist behaviors (SB) needed to develop this competency:

- SB 19 - Conducts a multidimensional and comprehensive assessment that is appropriate to the agency and community context.

- SB 20 - Critically chooses and utilizes relevant theories, assessments, and diagnostic tools appropriate to the practice setting.
- SB 21 - Manages transitions and change in complex client interactions.
- SB 22 - Selects and modifies evidence based intervention strategies based on continuous multidimensional assessment.

Activities to Develop Skills
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**Core Competency #8: Intervene with Individuals, Families, Groups, Organizations, and Communities.**

Specialist behaviors (SB) needed to develop this competency:

- SB 23 - Provide leadership to identify and achieve individual, group, organization, or community goals.
- SB 24 - Uses a specialist multi-systemic view to incorporate a holistic and complex view of tailored intervention in working with clients and constituencies.
- SB 25 - Develops successful intervention through fluid professional boundaries to maximize effective and efficient client and constituencies outcomes.
- SB 26 - Uses management and planning skills to enhance agency and program capacities.
- SB 27 - Facilitates ethical and culturally competent transitions and endings in interactions with clients and constituencies.

Activities to Develop Skills
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**Core Competency #9: Evaluates Practice with Individuals, Families, Groups, Organizations, and Communities.**

Specialist behaviors (SB) needed to develop this competency:

- SB 28 - Uses culturally competent understanding of research methodologies to tailor an evaluation to the complexities of practice settings.
- SB 29 - Uses a specialist assessment process that incorporates a holistic and complex view of client situations.
- SB 30 - Evaluates the implementation, impacts, and outcomes of practices, programs and policies, and makes recommendations for improvement.
- SB 31 - Applies evaluation of practice to the knowledge base to advance the social work profession.

Activities to Develop Skills
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**Signature Page & Weekly Practicum Schedule on last page! → → → →**

Weekly Practicum Schedule  
Indicate hours per day (ie 8:00 – 4:00)

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

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Student Signature

Date

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Field Instructor Signature

Date

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On-Site Supervisor Signature

Date