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| **NEW MEXICO HIGHLANDS UNIVERSITY**  **SCHOOL OF SOCIAL WORK**  **2nd YEAR MSW BILINGUAL/BICULTURAL CLINICAL**  **FIELD PRACTICUM LEARNING CONTRACT** |
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| **\_\_\_\_\_\_ FALL SEMESTER \_\_\_\_\_\_SPRING SEMESTER \_\_\_\_\_\_SUMMER BLOCK** |

**DATE: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Student\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ ID # \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone Number\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Agency Instructor\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Co-Agency Instructor (if applicable) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Agency Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Phone Number\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Days/Hours in field placement\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Type of Supervision: Individual Group Day(s) of Supervision\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Time(s) of Supervision \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**PURPOSE OF LEARNING CONTRACT**

The learning contract is a three way agreement between the Student, Agency & the School. The learning contract articulates the Competencies and Practice Behaviors that are to be operationalized in the field practicum by way of practice activities. This is the basis for the mid-term and final evaluation of student performance and overall course grade.

**INSTRUCTIONS FOR COMPLETION OF LEARNING CONTRACT**

In consultation with Agency Instructor and with approval by Field Consultant,

student must develop practice activities for each Shaded Practice Behavior only.

**LEARNING CONTRACT DEADLINES:**

**CONCURRENT PRACTICUM**

THIRD WEEK OF THE FIRST SEMESTER

FIRST WEEK OF THE SECOND SEMESTER

**BLOCK PRACTICUM**

THIRD WEEK OF THE SUMMER SEMESTER

The student has the responsibility of initiating the Learning Contract with the

Agency Instructor and obtaining feedback and final approval from the Agency Instructor

and Field Consultant.

**(Refer to Section 18.0 in the field manual for more information regarding learning contract guidelines & deadlines).**

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| **COMPETENCY (1)**  **Identify as a professional social worker and conduct oneself accordingly.**  Social workers serve as representatives of the profession, its mission, and its core values. They know the profession’s history.  Social workers commit themselves to the profession’s enhancement and to their own professional conduct and growth. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a-d)** |
| a. readily identify as social work professionals; |  |
| b. demonstrate professional use of self with client(s) ; |  |
| c. understand and identify professional strengths, limitations, and challenges; |  |
| d. develop, manage, and maintain therapeutic relationships with clients within the person-in environment and strengths perspectives. |  |

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| **COMPETENCY (2)**  **Apply social work ethical principles to guide professional practice.**  Social workers have an obligation to conduct themselves ethically and to engage in ethical decision making.  Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a-d)** |
| a. apply ethical decision-making skills to issues specific to clinical social work; |  |
| b. employ strategies of ethical reasoning to address the issue of technology in clinical practice and its effect on client rights; |  |
| c. identify and use knowledge of relationship dynamics, including power differentials; |  |
| d. recognize and manage personal biases as they affect the therapeutic relationship in the service of the clients’ well-being. |  |

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| **COMPETENCY (3)**  **Apply critical thinking to inform and communicate professional judgments.**  Social workers are knowledgeable about the principles of logic, scientific inquiry, and reasoned discernment.  They use critical thinking augmented by creativity and curiosity. Critical thinking also requires the synthesis and communication of relevant information. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a-d)** |
| a. engage in reflective practice; |  |
| b. identify and articulate clients’ strengths and vulnerabilities; |  |
| c. evaluate, select, and implement appropriate multidimensional assessment, diagnostic, intervention, and practice evaluation tools-evaluate the strengths and weaknesses of multiple theoretical perspectives and differentially apply them to client situations; |  |
| d. communicate professional judgments to other social workers and to professionals from other disciplines, in both verbal and written format. |  |

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| **COMPETENCY (4)**  **Engage diversity and difference in practice.**  Social workers understand how diversity characterizes and shapes the human experience and is critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including age, class, color, culture, disability, ethnicity, gender, gender identity and expression, immigration status, political ideology, race, religion, sex, and sexual orientation. Social workers appreciate 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. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (b-d)** |
| a. research and apply knowledge of diverse populations to enhance client well-being; |  |
| b. work effectively with diverse populations; |  |
| c. identify and use practitioner/client differences from a strengths perspective; |  |
| d. demonstrate cultural knowledge, appropriate language-use and clinical practice skills with Spanish-speaking clients in New Mexico. |  |
| **COMPETENCY (5)**  **Advance human rights and social and economic justice.**  Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy and adequate standard of living, health care, and education. Social workers recognize the global Inter-connections of oppression and are knowledgeable about theories of justice and strategies to promotehuman and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a-c)** |
| a. use knowledge of the effects of oppression, discrimination, and historical trauma on client and client systems to guide treatment planning and intervention; |  |
| b. advocate at multiple levels for mental health parity and reduction of health disparities for diverse populations; |  |
| c. Engage in practices that advance social and economic justice in Spanish-speaking communities, including native-born and immigrant. |  |

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| **COMPETENCY (6)**  **Engage in research-informed practice and practice-informed research.**  Social workers use practice experience to inform research, employ evidence-based interventions, evaluate their own practice, and use research findings to improve practice, policy, and social service delivery. Social workers comprehend quantitative and qualitative research and understand scientific and ethical approaches to building knowledge. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a)** |
| a. use the evidence based practice process in clinical assessment and intervention with clients; |  |
| b. participate in the generation of new clinical knowledge, through research and practice; |  |
| c. use research methodology to evaluate clinical practice effectiveness and/or outcomes. |

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| **COMPETENCY (7)**  **Apply knowledge of human behavior and the social environment.**  Social workers are knowledgeable about human behavior across the life course; the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a-b)** |
| a. synthesize and differentially apply theories of human behavior and the social environment to guide clinical practice; |  |
| b. use bio-psycho-social-spiritual theories and multiaxial diagnostic classification systems in formulation of comprehensive assessments; |  |
| c. consult with medical professionals, as needed, to confirm diagnosis and/or to monitor medication in the treatment process. |  |

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| **COMPETENCY (8)**  **Engage in policy practice to advance social and economic well-being and to deliver effective social work services.**  Social work practitioners understand that policy affects service delivery, and they actively engage in policy practice. Social workers know 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. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a-c)** |
| a. communicate to stakeholders the implication of policies and policy change in the lives of clients; |  |
| b. use evidence-based practice and practiced-based evidence in advocacy for policies that advance social and economic well being; |  |
| c. advocate with and inform administrators and legislators to influence policies that impact clients and service. |  |

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| **COMPETENCY (9)**  **Respond to contexts that shape practice.**  Social workers are informed, resourceful, and proactive in responding to evolving organizational, community, and societal contexts at all levels of practice. Social workers recognize that the context of practice is dynamic, and use knowledge and skill to respond proactively. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a-c)** |
| a. assess the quality of clients’ interactions within their social contexts; |  |
| b. develop intervention plans to accomplish systemic change; |  |
| c. work collaboratively with others to effect systemic changes that is sustainable. |  |

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| **COMPETENCY (10)**  **(a–d)**—**Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**  Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals;using research and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice. | |
| **SCHOOL DIRECTED ADVANCED PRACTICE BEHAVIORS** | **CREATE AGENCY SPECIFIC PRACTICE ACTIVITIES FOR (a-d)** |
| (a) ENGAGEMENT-   1. develop a culturally responsive therapeutic relationship; 2. attend to the interpersonal dynamic and contextual factors that both strengthen and potentially threaten the therapeutic alliance; 3. establish a relationally based process that encourages client to be equal participants in the establishment of treatment goals and expected outcomes. |  |
| (b) ASSESSMENT –   1. use multidimensional bio-psycho-social-spiritual assessment tools; 2. assess clients’ readiness for change; 3. assess client coping strategies to reinforce and improve adaptation to life situations, circumstances, and events 4. select and modify appropriate intervention strategies based on continuous clinical assessment use differential and multitaxial diagnoses. |
| (c) INTERVENTION-   1. critically evaluate, select, and apply best practices and evidence-based-interventions; 2. demonstrate the use of appropriate clinical techniques for a range of presenting concerns identified in the assessment, including crisis intervention strategies as needed; 3. collaborate with other professional to coordinate treatment interventions. |
| (d) EVALUATION   1. contribute to the theoretical knowledge base of the social work profession through practice-based research; 2. use clinical evaluation of the process and/or outcomes to develop best practice interventions for a range of bio-psycho-social-spiritual conditions. |

**All parties involved in this contract have reviewed the document, agree to abide by its terms, and will perform activities as specified in the field manual. Any changes or revisions in the learning contract will be agreed upon by all parties and revised throughout the placement as needed.**

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| **Agency Instructor** I am willing to serve as Agency Instructor for this student and to provide at least 1 – 2 hours per week of individual or group supervision to guide the student’s practice and implementation of the learning contract. I am aware of the educational requirements and am willing to  monitor the student’s work. I have familiarized myself with the field manual and am aware of my responsibilities as Agency Instructor.  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Agency Instructor Signature Date**  **Co-Agency Instructor** I am willing to serve as Co-Agency Instructor for this student. I am aware of the educational requirements and am willing to monitor the student’s work. I have familiarized myself with the field manual and am aware of the responsibilities of Co-Agency Instructor.  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Co-Agency Instructor Signature Date**  **Student** I have familiarized myself with the field manual and am aware of my responsibility to implement the objectives outlined in the learning contract. I am aware that my learning contract must be reviewed and approved by the agency instructor and the field consultant.  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Student Signature Date** |

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| Field Consultant Section **Learning Contract (First review).**  **\_\_\_\_\_\_\_ Approved \_\_\_\_\_\_\_\_ Disapproved**  **Reason for denial - date revisions are due** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

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| **\*Learning Contract (Final review).**  **\_\_\_\_\_\_\_\_ Approved \_\_\_\_\_\_\_\_ Disapproved**  **\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**  **Field Consultant Signature Date**  **\*If final approval of learning contract is not achieved or if learning contract is not submitted by the required date, Field Consultant will meet with the Field Director/Coordinator immediately.\*** |