Texas Christian University Sample Learning Contract (MSW Foundation)

Core Competency	Course Objectives Students will	Activities:	Due Dates
Identify as a professional social worker and conduct oneself accordingly (Professional) (2.1.1)	advocate for client access to the services of social work;	 Intern will demonstrate the ability to advocate for a client who is incapacitated or incompetent and cannot best represent themselves. Intern will use resources/resource system and other professionals to advocate for a client and their families to obtain quality services Intern will speak to an agency on behalf of a client's needs under FI supervision (micro). Intern will meet with a local legislator to advocate on behalf of (state issue) (macro.) 	
(Professional)	2. practice personal reflection and self-correction to assure continual professional development;	 Intern will use self-reflection about cases worked to assess areas that need improvement & will discuss w/FI. Intern will keep a daily journal of activities and self- reflection and discuss performance with FI at weekly meetings. Intern will discuss needed areas of growth in supervision and work on strategies for achieving that growth. 	
(Professional)	3. attend to professional roles and boundaries;	 Intern will maintain professional boundaries while working with all clients. Intern will complete all assignments timely Intern will maintain client confidentiality and talk with FI about roles and boundaries within the agency setting. FI will observe Intern in an interview w/client and review with Intern about professionalism in that context. 	
(Professional)	 demonstrate professional demeanor in behavior, appearance, and communication; 	 Intern will dress professionally every day. Intern will demonstrate professional demeanor at all times while at the internship FI will provide information about professional demeanor within the agency and then talk with intern in supervision about how they are doing with the expectations. Intern will discuss appropriate use of self-disclosure with FI. 	

(Professional)	5. engage in career-long learning; and	 Intern will read two journal articles that pertain to the placement and talk with FI about them. Intern will attend at least 2 training/educational sessions at the agency and a related organization and report back to FI how this will help professionally. Intern will attend one NASW branch meeting and report back to FI about the relevancy. Intern will attend the NASW conference and report back to FI about what was learned. Intern will complete four NASW CEU's online. Intern will reflect on career learning as it relates to SW licensure.
(Professional)	6. use supervision & consultation.	Intern will discuss and review all documentation made on the computer with FI. Intern will review all cases and seek assistance from FI. Intern will schedule and come prepared with questions to weekly supervision with FI. Intern will demonstrate ability to consult with other professionals on staff regarding client issues.
Apply social work ethical principles to guide professional practice (Ethics) (2.1.2)	7. recognize and manage personal values in a way that allows professional values to guide practice;	 Intern will complete one diversity training course and then discuss how personal values could conflict with a client's values and how Intern is dealing w/that. Intern will maintain a weekly log documenting activities assessing & reflecting ethical, legal, & emotional responses to ethical issues. Intern will conduct a role-play about a values conflict with FI or another intern during supervision. Intern will engage 2 students and 2 staff members in objective discussion and refrain from divulging religious or personal views and discuss how this was done with FI. Intern will provide caregiver support at least twice (bereavement, grief, respite, etc.) and talk with FI about how Intern's values differ from client's values.
(Ethics)	8. make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of	 Intern will review the NASW Code of Ethics (principals of client self-determination) and discuss how this relates to at least 3 clients with FI. Intern will adhere to the NASW Code of Ethics and maintain client confidentiality. Intern will understand their own biases and identify two situations with clients where they have had to work through

	Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles;	their own biases. 4. Intern will complete an ethics training provided by NASW and review the important aspects of the training with FI or other staff as appropriate.
(Ethics)	 tolerate ambiguity in resolving ethical conflicts; and 	 Intern will complete two risk assessments and discuss w/ FI where ambiguity w/regard to ethics might present a problem. Intern will assist a patient with Advanced Directives and talk with FI about the ambiguities involved in these types of decisions. Intern will journal when experiencing an ethical conflict that is not "clear cut" and seek feedback from FI. Intern will demonstrate the ability to FI about how to apply strategies of ethical reasoning to a case.
(Ethics)	10. apply strategies of ethical reasoning to arrive at principled decisions.	 Intern will review cases that have been brought to the Texas state licensing board and discuss what alternate actions might have been taken to avoid ethical conflicts. Intern will discuss a situation where they felt conflicted by ethics and discuss with FI how they arrived at the decision utilizing the "no harm" position. Intern will review agency policy manual and discuss any areas that seem to be in conflict with the Code of Ethics. Intern will adhere to abuse reporting laws under supervision and guidance of FI. Intern will facilitate a discussion with other interns about ethical dilemmas and the principles used to deal with them.
Apply critical thinking to inform and communicate professional judgments (Critical) (2.1.3)	11. distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom;	 For two cases, Intern will read a peer reviewed article related to the case and discuss the findings with FI as to how it might help. Intern will discuss with FI how information was used from a client's file, interview, and collateral contacts to arrive at decisions made on behalf of the client. Intern will work collaboratively with the interdisciplinary team (IDT) to achieve care goals for patient and talk with FI about the various ways of knowing about clients and perspectives from other professionals. Intern will gather information for intake and assessment on 2 new clients from multiple sources including their cumulative file, former counselors, the student, their family, and discuss

(Critical)	12. analyze models of assessment, prevention, intervention, and evaluation; and	with FI. 5. During supervision and seminars Intern will discuss material from class and from field and talk about how to integrate them to be useful to a client. 1. Intern will review three past cases to analyze their assessment and intervention. 2. Intern will research types of assessments, train on current assessment and talk w/FI about their evaluation of assessment tools. 3. Intern will review 3 models of assessment used in the placement setting. 4. Intern will integrate evaluation strategies from course materials into work with each client and show how Intern did this to FI on at least two clients.
(Critical)	13. demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues	 For ALL cases, the intern will speak clearly and effectively to all made collateral contacts. The intern will provide accurate documentation on all contacts made within the case file. Intern will develop at least three case plans for clients & be able to discuss how the client was empowered to participate in the process. Intern will communicate with other professionals on the team and be able to analyze how their perspective relates to the social work perspective on at least three cases. Intern will work with at least 2 collateral contacts of a client's and gather information to be used for the case. Intern will complete at least one psychosocial or intake interview independently with a client. Intern will represent the agency at a function outside of the agency and be able to speak confidently about the agency.
Engage diversity and difference in practice (Diversity) (2.1.4)	14. recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power;	 Intern will complete one cultural training course, provided by agency. Intern will review the NASW Standards for Culture Competence in Social Work practice and assess how they are implemented during client visits. Intern will engage with at least 5 clients of an oppressed or vulnerable population and gain an understanding of culture to discuss with FI. Intern will use an assessment that includes sections of

		diversity/culture/spirituality as identified by the client. 5. Intern will shadow staff of varying cultural backgrounds & discuss w/FI how culture impacts services.
(Diversity)	15. gain sufficient self-awareness to eliminate the influence of personal biases and values in working with diverse groups;	 Intern will identify practitioner and client differences using a strengths perspective. Intern will utilize supervision on ongoing case work and talk w/FI about what Intern is learning about self. Intern will become aware of personal biases and experiences in working with students from similar or different situations and process with FI. Intern will self-assess at the start & end of internship & compare differences. Intern will discuss conflicting values Intern is seeing or experiencing with FI in order to work on self-awareness.
(Diversity)	16. recognize and communicate their understanding of the importance of difference in shaping life experiences; and	 Intern will become familiar with and respect the unique culture & ethnic background of clients & family members. Intern will compare at least two clients and their life experience/background w/ intern's life and discuss how the differences shape the way each of us lives our lives. Intern will research and apply knowledge related to diversity to enhance client well-being and document how this was done in client note or journal as appropriate.
(Diversity)	17. view themselves as learners and engage those with whom they work as informants.	 For ALL cases, intern will document all information received by clients and references; demonstrate w/2 clients the ways in which the information Intern gathered from them helped to inform the way Intern worked w/the client. Intern will collaborate with the interdisciplinary team to gain insight on patients care. Intern will consider issues of gender, ethnicity, culture & community norms in evaluating the client's view of quality of care within the organizational setting.
Advance human rights and social and economic justice (Human Rights)	18. understand the forms and mechanisms of oppression and discrimination;	Intern will read two peer reviewed articles on poverty and drug abuse. Intern will identify factors of oppression & discrimination faced by clients on the caseload. Intern will review NASW Standards of Care and Rights of the

(2.1.5) (Human Rights)	10. advocate for human rights and	Elderly and discuss w/my FI the ways that clients may be oppressed and discriminated against. 4. Intern will read 2 peer reviewed articles that provide more detail on oppression faced by client population. 5. Intern will identify barriers clients face when accessing services at my agencies and at other agencies and discuss them with supervisor. 1. Intern will learn about resources & provide skill-based training
	19. advocate for human rights and social and economic justice; and	so that client may advocate for themselves. 2. Intern will advocate for a minimum of three clients to access needed services. 3. Intern will call 3 legislators to advocate for CIS and TEA funding. 4. Intern will attend CIS Day at the Capitol and meet with 5 legislators.
(Human Rights)	20. engage in practices that advance social and economic justice.	 Intern will look at legislation that is about to be passed or has been recently passed that may affect a client negatively & discuss ways that advocacy might occur. When Intern meets with clients, Intern will be sure to recognize the power that Intern has over them and engage in practice that does not oppress or discriminate. Intern will advocate for a patients access and eligibility for services. Intern will attend interagency meetings to advocate for an important issue. Intern will meet with a local legislator to discuss ways that clients might have more accessibility to services in the area.
Engage in research- informed practice and practice-informed research (Research) (2.1.6)	21. use practice experience to inform scientific inquiry and	 Intern will meet and discuss with FI to compare their practice experience with peer reviewed article (#22). Intern will learn from constructive critique of practice. Intern will solicit feedback from various agency personnel to learn about the effectiveness of various forms of interventions from their viewpoint. Intern will discuss ways in which practice may be improved based on research Intern will use previous surveys conducted in the agency to develop and conduct a needs assessment.
(Research)	22. use research evidence to inform practice	 Intern will design a presentation to inform a group of professionals/ staff members of a topic relevant to their practice and seek guidance from FI. Intern will review at least two articles about a topic related to

Apply knowledge of human behavior and the social environment (Knowledge) (2.1.7)	23. utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation; and	placement & discuss with supervisor. 3. Intern will discuss how current research will be used at the agency to better inform the practice interventions. 4. Intern will review the interventions completed at agency and compare with best practices and/or evidenced-based literature on similar interventions 5. Critically analyze data being gathered by the intern and/or agency and discuss w/FI about personal bias might influence the data collection process. 6. Intern may conduct a mock audit using organizational monitoring tools & submit a report of the results. 1. Intern will discuss theories and frameworks of assessment, intervention, and evaluation related to one client. 2. Intern will familiarize self with the various types of assessments utilized at agency and demonstrate competency on at least one. 3. Intern will be able to discuss w/FI the strengths and weaknesses of each assessment tool. 4. Intern will identify the theory or conceptual framework used to work with clients in this setting and discuss with FI. 5. Intern will conduct assessment at intakes and assist in developing case plans, making referrals, & conducting interventions.
(Knowledge)	24. critique and apply knowledge to understand person and environment.	 Intern will complete one risk assessment and discuss how PIE relates to this client. Intern will discuss behaviors of clients and the ways the agency, system, community and society promotes or deters them from achieving health and well-being in supervision and seminars. Intern will discuss knowledge of PIE related to two clients in case presentations. Intern will develop five treatment plans based on the level of the need of clients.
Engage in policy practice to advance social and economic well-being and to deliver effective social work services (Policy)	25. analyze, formulate, and advocate for policies that advance social well-being; and	 Intern will critically exam the way that agency policies are affecting the client and discuss ideas for change w/FI. Intern will analyze policy changes at board meetings and take notes to demonstrate to discuss with FI. Intern will work with agency staff to write a grant for the agency. Intern will discuss an issue within the school that Intern thinks

(2.1.8)		could be improved and will discuss w/FI. 5. Student will review client grievances and facility for policy compliance & effectiveness of responses.
(Policy)	26. collaborate with colleagues and clients for effective policy action.	 For three cases, Intern will meet with family and FI to discuss complete plan of execution. Intern will present a case at a case staffing meeting with agency colleagues. Intern will work with other agencies in collaboration to deal with funding cuts to all state agencies. Intern will serve on rule committee to evaluate, implement, or change rules or policies that affect client services.
Respond to contexts that shape practice (Contexts) (2.1.9)	27. continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services; and	 Intern will visit families in five different cities/neighborhoods and talk about the impact of the differences upon the clients. Intern will practice case management with varying demographics (elementary, middle and high school) and discuss with FI. Intern will develop or revise community resource guide for agency. Intern will familiarize myself with specific agencies, programs and community resources (2 a month) Intern will attend training or informative session relevant to client care and present information back to staff as it is relevant.
(Contexts)	28. provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.	 Intern will attend one case assessment and take the leadership role in providing or referring for services. Intern will summarize the findings of the survey in a report and explore ways to promote change in the agency during supervision and seminars. Intern will organize a "needs drive" with the aim for annual recurrence to meet the needs of clients of low socioeconomic status. Intern will attend 3 service provider meetings and discuss how the leadership is working on the service delivery w/FI. Intern will develop and present training session to coworkers or clients to improve or how to improve client's skills.

Engage, assess, intervene, and evaluate with individuals, families, groups, organizations and communities (Engage or, Assess or, Intervene or, Evaluation) (2.1.10)	29. substantively and affectively prepare for action with individuals, families, groups, organizations, and communities;	 Intern will prepare all documents case staffing; attend staffing. Intern will review case notes before meeting with 5 students and their respective families and discuss before and after with FI. Intern will prepare curriculum for psycho-educational group and review with FI before and after the group. Intern will prepare to take action by reviewing the client's prior records, staffing the case with supervisor. Intern will review patient needs and concerns and (re)evaluate during visit.
(Engage)	30. use empathy and other interpersonal skills; and develop a mutually agreed-on focus of work and desired outcomes. develop mutually agreed-on focus of work and desired outcomes.	 Intern will conduct two interviews with children, under supervision and demonstrate to FI that good interpersonal skills are being used. Intern will create a goal contract w/a client and be prepared to discuss the role that client and intern played in development. Intern will demonstrate interpersonal skills throughout client assessments and identify the skills used to FI. Intern will use interpersonal skills when engaging with clients such as: reflective listening, empathy, open ended questions, content clarification, seeking feedback, and appropriate confrontation and problem solving and discuss w/FI.
(Engage)	31. develop mutually agreed-on focus of work and desired outcomes.	 Intern will work closely with FI to meet weekly goal of closing four cases a week. Intern will work w/ clients to identify common ground for the focus of work together and write the goals, objectives and desired outcomes in the client's own words. During weekly FI meeting Intern will talk about mutually agreed upon goals that were discussed w/at least two clients.
(Assess)	32. collect, organize, and interpret client data;	 Intern will prepare all documents and binder for transfer to FBSS staffing; attend staffing. Intern will complete mandatory reporting on student's academic and behavioral performance as well for 4 monthly reports for CIS administration. Intern will use a number of methods to evaluate the effectiveness of interventions, such as client report, intake interview and follow-ups. Intern will complete a family genogram or ecomap as part of a client assessment.

(Assess)	33. assess client strengths and limitations;	 Intern will prepare one list of client's strengths and limitations as part of the client assessment. Intern will reassess and revisit one treatment plan in response to newly identified or altered goals of care and clearly articulate client's strengths on it. Intern will ask clients to help in assessing their strengths and limitations and will seek feedback during supervision. Intern will document the strengths and limitations of 5 students in progress notes and discuss with FI.
(Assess)	34. develop mutually agreed-on intervention goals and objectives; and	 Intern will create four child safety plans with clients. Intern will work with at least 5 kids to develop a goal contract for academic and post-academic aspirations. Intern will work w/ clients to identify common ground for the focus of work together. Intern will utilize patient visit to review goals with them.
(Assess)	35. select appropriate intervention strategies.	 Intern will demonstrate the ability to treat clients individually and to select the appropriate intervention for the client based on needs. Intern will assess and plan interventions with 2 client's systems and document in CISTMS under service delivery. After initial interviews or office visits, Intern will staff a case with supervisor demonstrating the way that a plan was created. Intern will evaluate client needs and determine what strategies to proceed with.
(Intervene)	36. initiate actions to achieve organizational goals;	 Intern will attend two FBSS referral meetings. Intern will offer ideas to FI about plans to help the organization achieve its mission.
(Intervene)	37. implement prevention interventions that enhance client capacities;	 Intern will assist in three interventions specific to this agency. Intern will reevaluate and adjust service plans for a patient on a continuing basis. Intern will implement asset building interventions with clients. Intern will plan curriculum and facilitate at least three psychoeducational groups with clients.
(Intervene)	38. help clients resolve problems;	 Intern will discuss with FI techniques and methods for solving problems for at least three clients. Intern will discuss a plan w/FI about how helping a client to resolve a problem does not mean doing the work for them. If a problem occurs with a client, Intern will ask them

(Intervene)	39. negotiate, mediate, and advocate for clients; and	personally if they would like to meet to discuss and come up with a plan of action. 4. Intern will demonstrate the ability to work with a client in crisis. 1. Intern will advocate for at least two clients w/an outside referral agency. 2. Intern will participate in collaborative meetings with 2 client systems to discuss client strengths and weaknesses and develop a plan of action and document. 3. Intern will assist clients to navigate around barriers to achieve their goals by using a strengths based perspective. 4. Intern will help a patient access resources and service providers
(Intervene)	40. facilitate transitions and endings	1. Intern will conduct one initial interview and one exit interview, under supervision; complete termination of services. 2. Intern will meet mentor at least one student and explain the timeline of the relationship upon introduction under FI's supervision. 3. Intern will complete all paperwork with at least two clients from start to finish.
(Evaluation)	41. Critically analyze, monitor, and evaluate interventions.	 Intern will follow up with two foster families to check on welfare of children. Intern will follow up with clients to monitor and analyze that the intervention is effective. Intern will participate in collaborative meetings with other staff and be prepared to discuss the inter-disciplinary nature of the meeting and the benefits of such to the client.
Engage in advanced practice, supervision, and administration (2.1.11)	42. Recognize the value of social work supervision to practice	 Intern will discuss at least two cases with FI where there is a need to consult for supervisory guidance. Intern will discuss at least two aspects of FI's supervision that will be utilized once intern is in a similar role Intern will describe the social work skills used in a supervisory relationship.
	43. Analyze the role of administrators to effective social work practice	 Intern will explain the role of the CEO and what role that individual plays specifically as it impacts clients. Intern will explain the role of fundraising as it impacts the client. Intern will describe the social work values that administrators model within the practice environment.

SIGNAT	TIRES
DIGITAL	UKES

Student:	Date:
Field Instructor:	Date: