

Bloomsburg University Social Work Program

BSW Field Education Learning Agreement

(All information needs to be completed)

Student Name	
Address	
Agency Name	
Agency Address	
Agency Field Supervisor (FI) or Task Supervisor (TS)	
Title of FI or TS	
Phone Number of FI or TS	
Email Address of FI or TS	
Name of Field Coordinator or Field Liaison	

Agency Schedule

Day	Monday	Tuesday	Wednesday	Thursday	Friday/Saturday
Hours					

Agency Supervision Schedule

Day of Week _____ Time: _____

Signatures

Student _____ Date _____

Field Instructor/Task Supervisor _____ Date _____

Field Coordinator or Liaison _____ Date _____

Guidelines for the BSW Field Learning Plan

1. The purpose of the Field Education Learning Agreement is to identify the specific learning tasks of the internship as related to the **9 EPAS core competencies and the 32 practice behaviors** as well as the curriculum of the Bachelor's Degree Program of the School of Social Work, Bloomsburg University. To the best of their ability, Field Instructors are expected to teach students the learning tasks and monitor practice behaviors that address these competencies given the limitations of their respective settings or roles. The Field Learning Plan also serves as a guide for field instruction and supervision meetings. It further creates a basis for the evaluation and narrative that occur at the end of the term.

2. Responsibility for the Field Learning Plan is jointly shared by the Student and the Field Instructor. While additional learning tasks may be developed that go beyond the articulated practice behaviors, the Field Learning Plan should reflect the required learning for BSW level and term of field placement. The Student submits the plan by the appropriate due date to the Field Liaison and Field Coordinator. **The learning agreement is expected to reflect collaboration between the student, field instructor/task supervisor and the faculty Liaison/coordinator.**

3. Measurement criteria can include, but not limited to the following: cases, journals, written assignments and material of all kind that is reviewed by the field instructor; oral presentations, clinical documentation, proposals, projects, and task group participation. Direct observation (shadowing) of the Student's work is expected. Feedback and evaluative information from other staff involved with the Student's effort should be incorporated into the evaluation criteria.

4. The Student's Field Liaison and Field Coordinator review and approve the Field Learning Plan. It is used as a focus for agency visits as well as for any issues that may require clarification or problem-solving collaboration between the Liaison and the Field Instructor.
5. The Field Learning Plan may be modified during the period of field placement to reflect identified learning needs of the Student as well as changes that may occur. Situations such as student absences beyond three days, irregular attendance, inability to complete the required number of hours, change of field instructor or change of field assignment may need to be brought to the immediate attention of and discussed with the Liaison
6. The tasks identified on this Field Education Learning Agreement will be evaluated by the field instructor/task supervisor both mid-semester and at the end of the semester to determine the competency level of the student intern.
7. The University Faculty Liaison/or the Field Director will serve as an MSW Instructor/Supervisor whenever the agency instructor/supervisor is not a BSW or MSW.
8. A copy of the Field Learning Plan is placed in the Student's academic folder

The nine Social Work Competencies are listed below. Programs may add competencies that are consistent with their mission and goals and respond to their context. Each competency describes the knowledge, values, skills, and cognitive and affective processes that comprise the competency at the generalist level of practice, followed by a set of behaviors that integrate these components. These behaviors represent observable components of the competencies, while the preceding statements represent the underlying content and processes that inform the behaviors.

BSW Field Learning Plan

Competency #1: Demonstrate Ethical and Professional Behavior (EPAS Competency 2.1.1)

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:

Practice Behaviors (demonstration of..)	As evidenced by... (specific tasks)	Due Dates
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;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
use reflection and self-regulation to manage personal values and maintain professionalism in practice situations;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
use technology ethically and appropriately to facilitate practice outcomes; and		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
use supervision and consultation to guide professional judgment and behavior.		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Practice Behaviors (demonstration of..)	As evidenced by... (specific tasks)	Due Dates
Students recognize the role and value of leadership in the social work profession and are able to identify the following: personal leadership characteristics, agency culture as it relates to leadership and the impact of leadership on client outcomes		

Competency #2: Engage Diversity and Difference in Practice (EPAS Competency 2.1.2)

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:

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
present themselves as learners and engage clients and constituencies as experts of their own experiences; and		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Competency #3: Advance Human Rights and Social, Economic, and Environmental Justice (EPAS Competency 2.1.3)

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:

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels; and		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
engage in practices that advance social, economic, and environmental justice.		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Competency #4: Engage In Practice-informed Research and Research-informed Practice (EPAS Competency 2.1.4).....

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:

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
use practice experience and theory to inform scientific inquiry and research;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings; and		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
use and translate research evidence to inform and improve practice, policy, and service delivery.		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Competency #5: Engage in Policy Practice (EPAS Competency 2.1.5)

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:

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
<p>assess how social welfare and economic policies impact the delivery of and access to social services;</p>		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
<p>apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice.</p>		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Competency #6: Engage with Individuals, Families, Groups, Organizations, and Communities (EPAS Competency 2.1.6)

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:

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
<p>apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies; and</p>		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies.		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Competency #7: Assess Individuals, Families, Groups, Organizations, and Communities (EPAS Competency 2.1.7)

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:

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
collect and organize data, and apply critical thinking to interpret information from clients and constituencies;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
<p>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;</p>		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
<p>develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies; and</p>		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
<p>select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.</p>		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Competency #8: Intervene with Individuals, Families, Groups, Organizations, and Communities (EPAS Competency 2.1.8)

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:

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
<p>critically choose and implement interventions to achieve practice goals and enhance</p>		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
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;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
use inter-professional collaboration as appropriate to achieve beneficial practice outcomes		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies; and		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
facilitate effective transitions and endings that advance mutually agreed-on goals.		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester

Competency #9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities (EPAS Competency 2.1.9)

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:

Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
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Practice Behaviors	As evidenced by... (specific tasks)	Due Dates
select and use appropriate methods for evaluation of outcomes;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes;		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
critically analyze, monitor, and evaluate intervention and program processes and outcomes; and		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester
apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels.		<input type="checkbox"/> 1 st 4 weeks <input type="checkbox"/> Mid Semester <input type="checkbox"/> End of Semester