

**Educational Contract  
Casework Advanced Year  
Competencies and Advanced Practice Behaviors**

Date: \_\_\_\_\_

Student's Name: \_\_\_\_\_ Faculty Advisor: \_\_\_\_\_

Focused Area of Study: (if applicable) \_\_\_\_\_

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

Agency: \_\_\_\_\_

Department: \_\_\_\_\_

Address: \_\_\_\_\_

Field Instructor telephone #: \_\_\_\_\_

Field Instructor email: \_\_\_\_\_

Field Placement Hours Options (hours per week) \_\_\_ 15 or \_\_\_ 20

List field schedule per day (e.g., M/9-5, W/9-1, F/9-5)

\_\_\_\_\_ Sun \_\_\_\_\_ M \_\_\_\_\_ T \_\_\_\_\_ W \_\_\_\_\_ Th \_\_\_\_\_ F \_\_\_\_\_ Sat

Twenty hour per week students should be allowed two hours per week of field time to complete required written material (e.g. process-recordings, meeting minutes, etc.). Fifteen hour per week students should be allowed one and one half hours per week for the same.

At the end of each semester first year field students will be evaluated on each practice behavior according to the scale below. The evaluation form will be forwarded to you several weeks before it is due.

**Rating Scale**

Student's skill level in these areas are:					
<b>(5) Outstanding</b> performs well above the standard	<b>(4) Good</b> meets performance standards	<b>(3) Needs Improvement</b> performs somewhat below the standard but shows potential for improvement	<b>(2) Unsatisfactory</b> performs far below the standard with minimal evidence of potential to improve	<b>(1) Failing</b> does not show potential for performing satisfactorily	n/a

Please identify student assignments and activities that will help the student gain advanced casework skills incorporating the ten competencies operationalized through the practice behaviors identified throughout this form. Casework students are expected to carry 6-8 cases and write 1-2 process recordings per week, both depending on the number of weekly hours they are in the field. (See Casework section of the Field Manual for more detail information)

**Casework Assignments (number and types of expected cases):** \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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**Competencies and Practice Behaviors**

**Sample assignments and activities for students are offered. These are not required assignments. They are offered only as examples of experiences that could foster the expected practice behaviors.**

**Competency 1: Identify as a professional social worker and conduct oneself accordingly.**

**Practice Behaviors:**

- 1.1 Demonstrate professional use of self with individuals and families
- 1.2 Engage in constructive self-reflection and evaluation to improve practice with individuals and families

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 1**

- Identify during supervision differential use of self related to work with individuals and families
- Identify strengths and weaknesses in relation to differential use of self with individuals and families
- Identify personal values and how they may conflict with the values of the social work profession

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 2: Apply social work ethical principles to guide professional practice.**

**Practice Behaviors:**

- 2.1 Identify and develop strategies to address ethical issues and/or dilemmas involving clients and/or agency personnel
- 2.2 Recognize and manage personal values as they influence the working relationship/helping process with individuals and families

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 2**

- Identify ethical dilemmas related to agency policies and practice
- Identify ethical dilemmas related to behavior of agency personnel

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 3: Apply critical thinking to inform and communicate professional judgments.**

**Practice Behaviors:**

- 3.1 Critically examine and select from the range of assessment, intervention, and evaluation approaches that could be used in a particular situation, such that the multidimensional nature of the work is addressed
- 3.2 Effectively generate and present professional information in verbal and written format to clients, and professional staff, synthesizing scholarly knowledge and practice wisdom

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 3**

- Present a report to staff on a social work issue or case study
- Apply critical thinking-including social work theory and knowledge-to assessment and treatment of clients

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 4: Engage diversity and difference in practice.**

**Practice Behaviors:**

- 4.1 Be knowledgeable about the ways in which diversity affects explanations of well-being and help seeking behavior, and can apply the knowledge to practice

4.2 Identify and use client input to enhance client well-being

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 4**

- Discuss in your process recording or supervision the influence of culture on your client's view of the presenting problem
- Identify the influence of one's own culture on one's practice with clients

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 5: Advance human rights and social and economic justice.**

**Practice Behaviors:**

- 5.1 Use knowledge of the effects of oppression, discrimination, and historical trauma in working with individuals and families
- 5.2 Engage in practices that advance social and economic justice for individuals and families through focus on empowerment

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 5**

- Help client advocate for self in relation to benefits and entitlements that are due him or her
- Advocate on behalf of a client to have their basic human needs met
- Help a client navigate through large bureaucratic systems

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 6: Engage in research-informed practice and practice-informed research.**

**Practice Behaviors:**

- 6.1 Use practice experience to develop research questions to strengthen work with individuals and families
- 6.2 Use research evidence to select interventions in practice with individuals and families.

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 6**

- Formulate a research question that emanates from one's practice with individuals and families
- Effectively apply "best practices" to ones work with individuals and families

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 7: Apply knowledge of human behavior and the social environment.**

**Practice Behaviors:**

- 7.1 Apply bio-psycho-social-spiritual theories of human behavior and the social environment to guide work with individuals and families
- 7.2 Evaluate the strengths and weaknesses of various theoretical perspectives and apply them differentially to individual and family situations

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 7**

- Identify the impact of the social environment on the clients presenting problems
- Identify the age-related factors that influence your work with individuals and families

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.**

**Practice Behaviors:**

- 8.1 Identify and critique agency and/or macro-level policies as they affect client well-being
- 8.2 Collaborate with colleagues and/or clients for effective policy action on behalf of services delivered to individuals and families

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 8**

- Select an agency policy that you would like to change in order to better serve your clients
- Outline the steps that you would take to change an agency policy

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 9: Respond to contexts that shape practice.**

**Practice Behaviors:**

- 9.1 Analyze the context of practice and its implications for services to individuals and families
- 9.2 Work to influence the context of practice and its implications for services to individuals and families

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 9**

- Identify elements in the agency environment that influence service delivery
- Discuss your initial reaction to walking into the agency e.g., feelings of welcome, staff attitudes toward clients, etc.

**Planned Assignments/Activities:** \_\_\_\_\_

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**Competency 10: Engage, assess, intervene and evaluate with individuals, families, groups, organizations, and communities.**

**Practice Behaviors:**

**10(a) Engagement**

- 10(a)1.1 Develop anticipatory empathy in preparation for practice with individuals and families particularly as it pertains to their resiliency and vulnerabilities
- 10(a)2.1 Engage in a mutual process with clients to define the problem, clarify the factors involved, and suggest next steps.

**10(b) Assessment**

- 10(b)1.1 Infer from emerging information the client's resiliency, vulnerabilities, coping and defense strategies to reinforce and improve adaptation to life situations, as well as

- readiness for change
- 10(b)2.1 Engage in an ongoing and evolving process of developing mutually agreed-upon goals with individuals and families
- 10(c) Intervention**
- 10(c)1.1 Critically evaluate, and select from a range of approaches, including evidence-based interventions when available, to offer the best practices in dealing with client concerns and to build resilience
- 10(c)2.1 Identify and respond to the full range of client feelings and reactions
- 10(d) Evaluation**
- 10(d)1.1 Critically analyze, monitor, and evaluate the interventions with individuals and families and use this information to modify and inform work
- 10(d)2.1 Review with the client areas of accomplishment, facilitate identification of potential future challenges, and plan accordingly

**Sample Activities/Assignments to Develop and Demonstrate Practice Behaviors for Competency 10**

- Anticipate what client might be feeling as they begin first session with you
- Explore effectively the client’s view of the problem
- Identify the major coping/defense mechanisms that client has used to adapt to difficult life circumstances
- Help client identify one attainable goal upon which to build future success
- Select and evaluate one evidence-based intervention that best suits the client’s needs
- Respond empathically to client feelings and reactions unfamiliar to one’s life experiences
- Identify those interventions that were successful and describe your measure of success
- Identify an intervention that was not successful and describe your measure of lack of success
- Help client identify gains made in treatment.

**Planned Assignments/Activities:** \_\_\_\_\_

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\_\_\_\_\_ Student shared and discussed syllabi and course assignments related to their field placement with field instructor.

**Please attach additional sheets as needed.**

**Signatures:**

_____	_____
<b>Field instructor</b>	<b>Date</b>
_____	_____
<b>Student</b>	<b>Date</b>
_____	_____
<b>Faculty Advisor</b>	<b>Date</b>