The Learning Agreement is an individualized working agreement between the student, the field instructor, the placement agency, and the School of Social Welfare. The agreement is to be developed jointly by the student and the field instructor and will address learning goals/opportunities that align with the CSWE (Council on Social Work Education) Core Competencies listed below. The learning opportunities will take into account: agency parameters, priorities and resources; the particular learning needs and interests of the student; and the resources available to the field instructor.

- At least one goal will be written for each core competency (there are 9 total).
- The learning agreement will be completed again for the spring semester.
- Goals can carry over from fall to spring if a student has not made sufficient progress.

Students: The learning goals are developed in partnership with your field instructor. At the end of each semester it is your responsibility to update the accomplishment section for each practice behavior providing sufficient detail to clearly show how you have met the goals/performed the practice behavior.

Provide a summary for each competency identifying:
- how you feel you have progressed,
- link classroom learning to field (providing specific examples of assignments, readings, class discussions)
- identify areas you still have questions or concerns.

Field instructor and student signatures are required for the initial learning agreement.

- All assignment due dates for the current semester can be found on the Undergraduate Field Calendar.
1. Competency 1: Demonstrate Ethical and Professional Behavior

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.

See addendum for examples of how Competency 1 is reflected in your field evaluation.

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| Accomplishments: |

2. Competency 2: Engage Diversity and Difference in Practice

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.

See addendum for examples of how Competency 1 is reflected in your field evaluation.

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| Accomplishments: |

3. Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

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.

See addendum for examples of how Competency 1 is reflected in your field evaluation.
Learning Goal(s):
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Accomplishments:

4. Competency 4: Engage In Practice-informed Research and Research-informed Practice
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.

See addendum for examples of how Competency 1 is reflected in your field evaluation.

Learning Goal(s):
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Accomplishments:

5. Competency 5: Engage in Policy Practice
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.

See addendum for examples of how Competency 1 is reflected in your field evaluation.

Learning Goal(s):
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Accomplishments:

6. Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities
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.

See addendum for examples of how Competency 1 is reflected in your field evaluation.

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Accomplishments:

7. Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities
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.

See addendum for examples of how Competency 1 is reflected in your field evaluation.

Learning Goal(s):

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Accomplishments:

8. Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities
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.

See addendum for examples of how Competency 1 is reflected in your field evaluation.

Learning Goal(s):

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Accomplishments:
9. Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

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.

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| Accomplishments: |

See addendum for examples of how Competency 1 is reflected in your field evaluation.

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**Macro Project**: A macro project is required for students in field. A written outline of the macro project can be written up in the first semester, but MUST be written up with the Spring semester learning agreement. Details of the macro project are available in the Undergraduate Field Handbook.

**Macro Project Description** (must be at least 2 paragraphs and should give an overview of your proposed project and why it is needed):

**Core Competencies Macro Project addresses** (list #s, i.e. 4a, 9b, etc.):

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**Student end of semester reflection**

**Concerns/Comments:**

**Area for future growth** (either for the spring semester or post-graduation professional development):

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Field Instructor Signature (first) 

Date

Student Signature (both) 

Date

Learning Agreement