

MACRO CONCENTRATION Student Integrative Learning Contract

Student Name _____

Home Phone _____

Work Phone _____

Cell Phone _____

Email _____



(Please Check)

☐ Full-time

☐ Part-time

Field Instructor _____

Work Phone _____ Cell Phone _____

Email _____

Agency _____

Site Address _____

Faculty Liaison _____

Phone # and Email _____

Field Period (please check) ☐ Fall Semester ☐ Spring Semester Academic Year ____

Field Dates _____

Amended Contract, please check ☐

Macro Concentration Year Program (please check courses in which student is enrolled)

Fall Semester	Spring Semester
<input type="checkbox"/> SWK 611 Dynamics of Racism and Discrimination	<input type="checkbox"/> SWK 671 Social Work Administration
<input type="checkbox"/> SWK 672 Community Organization and Planning	<input type="checkbox"/> SWK 673 Strategies of Community Organization
<input type="checkbox"/> SWK 674 Community, Economic Systems and Political Analysis	<input type="checkbox"/> SWK 675 Program Evaluation
<input type="checkbox"/> SWK ____ One Elective	<input type="checkbox"/> SWK ____ One Elective

The Student Integrative Learning Contract developed for the academic year, in conjunction with the Evaluation, is used to depict the progress of the student's growth and development throughout the field experience. The Student Integrative Learning Contract provides the basis for the Evaluation. The student and the field instructor will identify learning objectives, along with incremental tasks that the student will work toward achieving. While there are many variables that contribute to outcomes, it is the quality and nature of performance activity, and professional development in demonstrating practice behaviors to achieve each macro competency that are being measured. The student must be involved in this process. The field instructor and the student should be familiar with the Program competencies and the field education practice behaviors for each learning area when developing the learning contract.

Program Competencies

Macro Competencies and Practice Behaviors

Competency 2.1.1 – Identify as a professional social worker and conduct oneself accordingly

At the macro concentration level, advanced practitioners recognize and embrace the roles of administrators and community organizers in implementing service delivery systems, in designing staff development activities, and in engaging community groups in program design. They:

- Facilitate access to services for client systems with human service organizations and communities;
- Engage staff in career learning through staff training and orientation;
- Use staff supervision and consultation in staff development;
- Demonstrate self-awareness in analyzing the effectiveness of service delivery systems when working with diverse populations in the student's field placement and professional practice.

Competency 2.1.2 – Apply social work codes of ethics to social planning, administration, and supervision with client involvement and staff participation in decision-making

At the macro concentration level, advanced practitioners are aware of the value base of the profession, NASW codes of ethics, and rules and regulations in administrative practice and social planning. They:

- Distinguish how decisions are made with considerations of the political and organizational constraints and professional ethics and standards in HSOs;
- Recognize and manage personal and professional values in working with clients in community planning and administrative practice.

Competency 2.1.3 – Apply critical thinking to inform and communicate professional judgment.

At the macro concentration level, advanced practitioners analyze ways in which staff participation and client empowerment are encouraged in the decision-making of an agency. Practitioners in community planning examine ways in which individuals, families, groups, organizations, communities, and other professionals are encouraged to participate in community planning and advocacy. They:

- Demonstrate effective oral and written communication in working with groups, organizations, and communities and examining the ways colleagues and clients are involved in making decisions in organizations;
- Apply community organization and social planning theories in working with individuals, families, groups, organizations, communities, and other professionals.

Competency 2.1.4 – Engage diversity and differences in administrative practice and community organization

At the macro concentration level, advanced practitioners appreciate and understand that a client's/consumer's life experiences may include oppression, poverty, marginalization, and

alienation as well as privilege, power, and acclaim. Social workers recognize the power and politics in administrative practices and community planning. They:

- Demonstrate an understanding of the importance of gender in leadership roles and styles in organization;
- Apply the value of diversity in society and promote competence in understanding the uniqueness of individuals within the environment;
- Promote the dignity and self-worth of staff, clients, and consumers in administrative practices, staff supervision, and community planning.

Competency 2.1.5 – Advance human rights and social and economic justice through client empowerment and staff participation in design of service delivery systems

At the macro concentration level, advanced practitioners incorporate social justice practices in organizations, institutions, and society to ensure that clients' and workers' basic human rights are observed. They:

- Utilize the power and politics as they relate to strategic planning;
- Assess strengths and weaknesses of the service delivery systems for clients/consumers;
- Advocate for staff participation and client inclusion in designing programs in HSOs;
- Engage clients/consumers in community planning practices that advance social and economic justice in grassroots level innovative programs.

Competency 2.1.6 – Apply studies in organization and leadership to administration and staff supervision

At the macro concentration level, advanced practitioners use administrative and supervisory experiences to inform research and use research findings to improve administrative practices, supervision, and design of social service delivery systems. They:

- Engage in analyzing intervention effectiveness of the organization in which students are placed and recommend changes based on management theories;
- Engage in analyzing organizational effectiveness with an emphasis on organizational theory;
- Provide a sound knowledge base of social planning, especially the assessment of community needs, rational decision-making, identification of alternatives, practical considerations and evaluation.

Competency 2.1.7 – Recognize how the human service organizations are being influenced by the political and economic environments

At the macro concentration level, advanced practitioners are knowledgeable about human behaviors in leadership and supervision in human service organizations and the ways social systems like schools, hospitals, and the courts promote or deter clients in maintaining or achieving economic and social well being. They:

- Apply organizational theory in understanding the ways in which services are coordinated and staff is supervised;
- Critique and apply policy changes in the environment as related to the adaptation of the organization in providing services to vulnerable populations;
- Utilize theories in power and politics in analyzing inter-organizational linkages.

Competency 2.1.8 – Engage in policy practice to advance social and economic well-being and to deliver effective social work services

At the macro concentration level, advanced practitioners engage colleagues and clients/consumers in administrative and social planning practices to advance social and economic well-being and to deliver effective social work services. They:

- Advocate for services to advance the economic and social well-being of clients based on analyses of the service delivery systems;
- Design an efficient service delivery system in order to better serve and to better reach out to the potential clients/consumers;
- Engage in the examination of clients'/consumers' difficulties in obtaining the needed services from HSOs.

Competency 2.1.9 – Respond to contexts that shape practice

At the macro concentration level, advanced practitioners continually design and refine ways to effectively deliver services to meet the changing needs of their clients and/or to adapt to policy changes that affect the operations of an organization. They:

- Continually discover, appraise, and attend to changing needs of clients and emerging societal trends to provide relevant services through community organizing and social planning;
- Provide leadership in promoting organizational adaptation to improve the quality of social services.

Competency 2.1.10 (a-d) Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

At the macro concentration level, advanced practitioners recognize the importance of engaging staff, community members and organizations, and clients in advocating for services or policy changes.

Competency 2.1.10(a) – Engage with individuals, families, groups, organizations, and communities

At the macro concentration level, advanced practitioners assess organizations, neighborhoods, communities, and large systems policies to determine need for addressing advocacy, community development, community planning, and/or social action. They:

- Engage in interventions for change in organizations and communities;
- Facilitate organizational and community change;
- Establish a relationship with organizations and communities;
- Negotiate mutually agreed-on strategies and desired outcomes.

Competency 2.1.10(b) – Assess with individuals, families, groups, organizations, and communities

At the macro concentration level, advanced practitioners assess organizations, neighborhoods, communities, and large systems policies to determine need for addressing advocacy, community development, community planning, and/or social action. They:

- Conduct needs assessment of organizations and communities including client/consumer strengths and weaknesses;

- Develop mutually agreed upon strategies to achieve goals and objectives for organization and community change.

Competency 2.1.10(c) – Intervene with individuals, families, groups, organizations, and communities

At the macro concentration level, advanced practitioners intervene with and on behalf of organizations, neighborhoods, communities, and large systems policies to determine need for addressing advocacy, community development, community planning, and/or social action. They:

- Apply advanced knowledge and skills to achieve organizational and community goals;
- Utilize advocacy and change strategies that empower organizations and communities;
- Engage organizations and communities in integration of new innovations.

Competency 2.1.10(d) – Evaluate with individuals, families, groups, organizations, and communities

At the macro concentration level, advanced practitioners evaluate organizations, neighborhoods, communities, and large systems policies to assess outcomes of community interventions. They:

- Empower organizations and communities in the evaluation of interventions.

STUDENT INTEGRATIVE LEARNING CONTRACT – MACRO PRACTICE

Academic Year _____

Please identify a minimum of one competency for each Learning Objective:

<u>Learning Objective I:</u>	<u>Learning Objective II:</u>	<u>Learning Objective III:</u>
Competencies (please refer to pages 2 & 3):	Competencies (please refer to pages 2 & 3):	Competencies (please refer to pages 2 & 3):
Incremental Task Assignments:	Incremental Task Assignments:	Incremental Task Assignments:
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.
Methods of Evaluation	Methods of Evaluation	Methods of Evaluation
<input type="checkbox"/> Direct Observation <input type="checkbox"/> Feedback from Agency Professionals <input type="checkbox"/> Communication <input type="checkbox"/> Feedback from Community <input type="checkbox"/> Completion of Objective	<input type="checkbox"/> Direct Observation <input type="checkbox"/> Feedback from Agency Professionals <input type="checkbox"/> Communication <input type="checkbox"/> Feedback from Community <input type="checkbox"/> Completion of Objective	<input type="checkbox"/> Direct Observation <input type="checkbox"/> Feedback from Agency Professionals <input type="checkbox"/> Communication <input type="checkbox"/> Feedback from Community <input type="checkbox"/> Completion of Objective
REQUIRED Initials Date Student: _____ _____	Initials Date Field Instructor _____ _____	Initials Date Faculty Liaison: _____ _____

STUDENT INTEGRATIVE LEARNING CONTRACT – PROFESSIONAL DEVELOPMENT

Academic Year _____

Please identify a minimum of one competency for each Learning Objective:

<u>Learning Objective I:</u>	<u>Learning Objective II:</u>	<u>Learning Objective III:</u>
Competencies:	Competencies:	Competencies:
Incremental Task Assignments:	Incremental Task Assignments:	Incremental Task Assignments:
1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.
Methods of Evaluation	Methods of Evaluation	Methods of Evaluation
<input type="checkbox"/> Direct Observation <input type="checkbox"/> Feedback from Agency Professionals <input type="checkbox"/> Communication <input type="checkbox"/> Feedback from Community <input type="checkbox"/> Completion of Objective	<input type="checkbox"/> Direct Observation <input type="checkbox"/> Feedback from Agency Professionals <input type="checkbox"/> Communication <input type="checkbox"/> Feedback from Community <input type="checkbox"/> Completion of Objective	<input type="checkbox"/> Direct Observation <input type="checkbox"/> Feedback from Agency Professionals <input type="checkbox"/> Communication <input type="checkbox"/> Feedback from Community <input type="checkbox"/> Completion of Objective
REQUIRED Student: _____ Initials _____ Date _____	Field Instructor _____ Initials _____ Date _____	Faculty Liaison: _____ Initials _____ Date _____

Additional Learning Objectives

I agree with the terms of the learning contract:

Required Signatures:

Student	<hr/>	Date	<hr/>
Field Instructor	<hr/>	Date	<hr/>
Faculty Liaison	<hr/>	Date	<hr/>