



BSW Learning Agreement

Student Name:

Cell Phone:

Field Agency Name:

Program or department:

Agency Address:

Agency Phone Number:

Agency Task Supervisor:

Email:

Phone:

Agency Field Instructor (MSW/BSW Supervisor):

Organization Affiliation: *(Agency or George Fox University School of Social Work)*

Email:

Phone:

Additional Agency Team Members:

Days and Hours of Practicum:

Social Work Internship Year/Course #: *(Junior or Senior, SWRK 475, 476, or 477)*



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The Learning Agreement:

Using the Learning Agreement format, please specify learning activities and practice experiences through which the intern may develop and demonstrate performance descriptors associated with areas of Social Work Competency.

The Learning Agreement is a working document that can be updated throughout the two semesters of the internship. The tasks and assignments are designed to promote the development of practice competency through practical and concrete engagement in tasks, projects and professional activities. This plan for the internship provides a context for the classroom based theoretical and practice content to be integrated in the reality of agency based social service.

The first nine areas of competency are expectations set by the 2015 Educational Policy and Accreditation Standards (EPAS) of the Council on Social Work Education (CSWE); the tenth area of competency reflects the commitment of the George Fox School of Social Work mission to integrate faith competently and ethically with professional social work practice.

This Learning Agreement form includes an identification of each competency, and associated social work behaviors are listed. Activities, roles and responsibilities of the student intern should be identified as tasks to provide the evidence for the end of semester evaluation. These activities are determined collaboratively between the student, task supervisor, and agency field instructor and assisted by the field faculty. The needs of the student, as well as the service context and agency mission inform the content of the learning agreement through the tasks that are assigned.

Student Signature: _____ **Date:** _____
Print name here

Task Supervisor Signature: _____ **Date:** _____
Print name here

Agency Field Instructor: _____ **Date:** _____
Print name here

Field Faculty Signature: _____ **Date:** _____
Print name here

BSW Field Director Signature: _____ **Date:** _____
Erin Johnson, MSW



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Competency 1: Demonstrate Ethical and Professional Behavior

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern makes ethical decisions by applying professional standards (i.e. 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.	
Intern uses reflection and self-regulation to manage personal values and maintain professionalism in practice situations.	
Intern demonstrates professional demeanor in behavior.	
Intern demonstrates professional demeanor in appearance.	
Intern demonstrates professional demeanor in oral communication.	
Intern demonstrates professional demeanor in written communication.	
Intern demonstrates professional demeanor in electronic communication.	
Intern uses technology ethically and appropriately to facilitate practice outcomes.	
Intern uses supervision and consultation to guide professional judgment and behavior.	



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Competency 2: Engage Diversity and Difference in Practice

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the micro level.	
Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the mezzo level.	
Intern applies and communicates understanding of the importance of diversity and difference in shaping life experiences in practice at the macro level.	
Intern presents themselves as learners to clients and constituencies.	
Intern engages clients and constituencies as experts of their own experiences.	
Intern applies self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies.	



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

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern applies their understanding of social justice to advocate for human rights at the individual and system levels.	
Intern applies their understanding of economic justice to advocate for human rights at the individual and system levels.	
Intern applies their understanding of environmental justice to advocate for human rights at the individual and system levels.	
Intern engages in practices that advance social justice .	
Intern engages in practices that advance economic justice .	
Intern engages in practices that advance environmental justice .	



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Competency 4: Engage in Practice-informed Research and Research-informed Practice

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern uses theory to inform scientific inquiry and research.	
Intern uses practice experience to inform scientific inquiry and research.	
Intern applies critical thinking to engage in analysis of quantitative research methods and research findings.	
Intern applies critical thinking to engage in analysis of qualitative research methods and research findings.	
Intern uses and translates research evidence to inform and improve practice, policy, and service delivery.	



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Competency 5: Engage in Policy Practice

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern identifies social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services.	
Intern assesses how social welfare and economic policies impact the delivery of and access to social services.	
Intern applies critical thinking to analyze policies that advance human rights and social, economic, and environmental justice.	
Intern applies thinking to formulate policies that advance human rights and social, economic, and environmental justice.	
Intern applies thinking to advocate for policies that advance human rights and social, economic, and environmental justice.	



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

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies.	
Intern uses empathy to effectively engage diverse clients and constituencies.	
Intern uses reflection to effectively engage diverse clients and constituencies.	
Intern uses interpersonal skills to effectively engage diverse clients and constituencies.	



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

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern collects and organizes data, and applies critical thinking to interpret information from clients and constituencies.	
Intern applies 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.	
Intern develops mutually agreed-on intervention goals and objectives based on the critical assessment of strengths needs, and challenges within clients and constituencies.	
Intern selects appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies.	



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

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern critically chooses and implements interventions to achieve practice goals and enhance capacities of clients and constituencies.	
Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies.	
Intern uses inter-professional collaboration as appropriate to achieve beneficial practice outcomes.	
Intern negotiates, mediates, and advocates with and on behalf of diverse clients and constituencies.	
Intern facilitates effective transitions and endings that advance mutually agreed on goals.	



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

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Intern selects and uses appropriate methods for evaluation of outcomes.	
Intern applies knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes.	
Intern critically analyzes, monitors, and evaluates intervention and program process and outcomes.	
Intern applies evaluation findings to improved practice at the micro level.	
Intern applies evaluation findings to improved practice at the mezzo level.	
Intern applies evaluation findings to improved practice at the macro level.	



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Competency 10: Demonstrate skills and knowledge for social work practice that are spiritually informed and that recognize religious contexts.

Performance Descriptors:	Activities, Roles, and Responsibilities for the Student Intern:
Social workers demonstrate knowledge about the role of spirituality and religion in social work practice.	
Social workers are able to incorporate knowledge about the role of religion and spirituality when working with individuals, families, groups, organizations, and communities.	
Attentive to ways others (e.g. clients, co-workers, supervisors, other helpers) express spiritual and religious matters and concerns.	
Understands guidelines for appropriate integration of faith and practice in agency context.	
Follows guidelines for appropriate integration of faith and practice in agency context.	



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