

The Learning Agreement

University of Montana School of Social Work
Field Education Program

*UMSSW acknowledges that we are in the
aboriginal territories of the Salish and Kalispel
people.*

Overview

- What is the Learning Agreement?
- Developing the Learning Agreement
- Learning Agreement Examples
- Key Considerations
- Additional Resources



What is the Learning Agreement?

- Roadmap to Learning
 - A tool designed to help guide the students' learning as they work towards developing mastery of the competencies and practice behaviors identified by the Council on Social Work Education
- Working document throughout practicum
 - Student drives the development of learning goals and activities with the support of AFI and Field Liaison
- Informs Ongoing Supervision & Evaluation
 - Allows measurement of competency development, skill attainment, and student readiness for practice in 9 core competencies
- Developed in and accessed via SONIA
 - Student, AFI, and Field Liaison all access, review, and approve the LA via their individual Sonia accounts

What is the Learning Agreement?



- Action Plan for clearly laid out student learning activities at the agency
- Identifies **what** the student will be doing and **how** they will demonstrate what they are learning
- Offers full picture of what the placement will look like

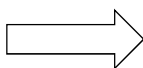
Developing the Learning Agreement



- Student drives the development of the Learning Agreement within the first 4 weeks of the placement
- Collaboration & Input from AFI and Field Liaison (**all parties approve in Sonia**)
- Work in Progress! Review & Update on a regular basis!

Learning Agreement – Example

COMPETENCY 1: DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR



SUGGESTED LEARNING ACTIVITIES / TASKS TO EVALUATE MASTERY

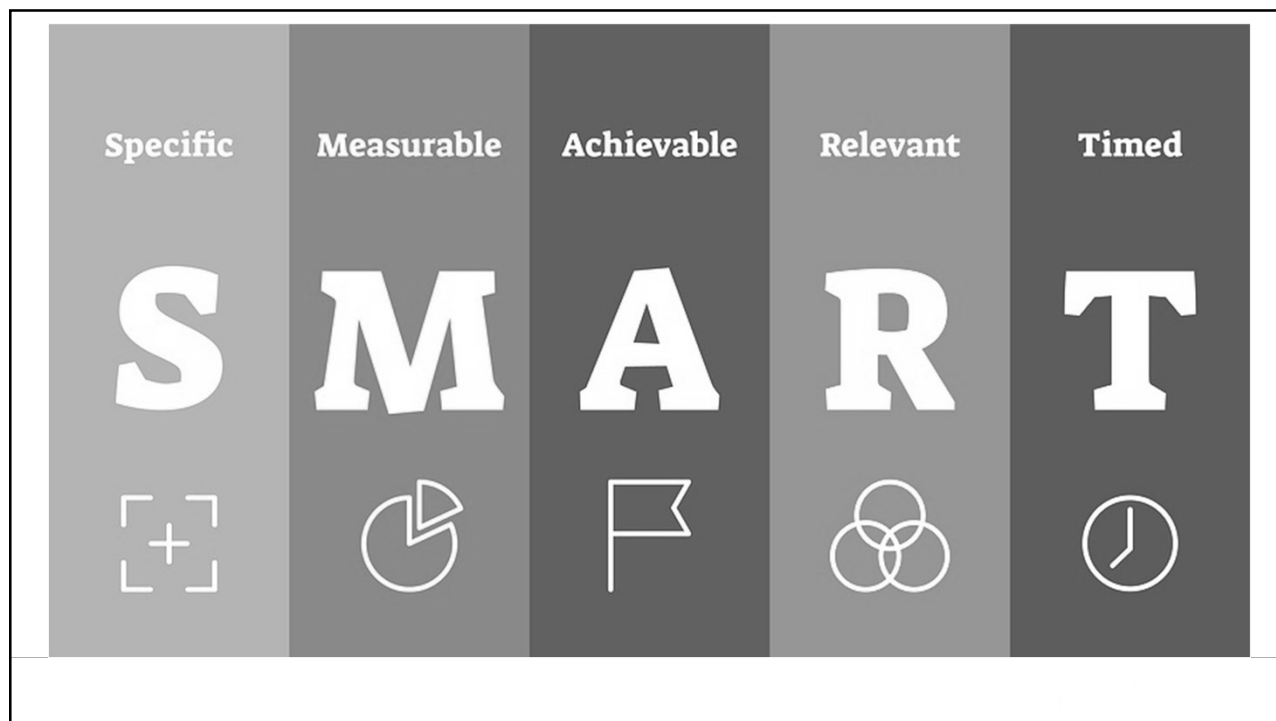
Practice Behavior 1.1:

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.

- Discuss NASW Code of Ethics with supervisor
- Discuss agency policies and how they fit with the NASW Code of Ethics
- Apply ethical decision-making model to work through a situation that presents an ethical dilemma; discuss in supervision
- Discuss with other agency professionals how they deal with ethical dilemmas
- Review and discuss additional ethical or governing policies which may impact service delivery at the agency (i.e. agency policies, HIPPA/FERPA guidelines, SSI/SSDI, TANF, SNAP etc.)

Key Considerations

- Learning Agreement = Evaluation Tool
 - Serves as the basis for assessing practicum performance and progress throughout the year and for the student's final practicum grade (credit/ no credit) at the end of the overall practicum experience
 - Development towards the individual competencies is assessed both during a mid-term and a final evaluation using a 1-5 competency based rating scale
- How will you know when the goal/ activity is met?
- How will you know a student's competency level?
- What do you see, hear, witness?



Additional Resources & Considerations

- Sample Learning Agreements
- Learning Agreement Guide
- How can we turn the Learning Agreement into a meaningful tool?
 - Review & Discussion during regular site visits
 - Bring it to life in Supervision!
 - Print a hard copy
 - Ongoing review and discussion
 - Growth? Progress? Changes needed?

Thank you!

More information about the learning agreement and its development can be found on our website

