

## Title IV-E Child Welfare Addendum

### Advanced Competencies \_\_\_\_\_

Student Name: \_\_\_\_\_ Date: \_\_\_\_\_

Field Instructor Name: \_\_\_\_\_ Liaison Name: \_\_\_\_\_

Child Welfare Placement Agency: \_\_\_\_\_

Throughout the Master of Social Work Program (i.e. field placement, coursework, and seminars), students are exposed to the ten areas covered by the EPAS (Educational Policy Accreditation Standards) as approved by the Council of Social Work Education and CalSWEC. This Addendum to the Learning Agreement assists the Title IV-E Program in monitoring the Curriculum Competencies for Public Child Welfare attained in field practice. Please read over the competencies and specific activities listed. **Keep in mind that you will be reviewing your Title IV-E Addendum on a weekly basis during your formal field instruction hour.** Please work with your Title IV-E Liaison to finalize your addendum and keep him/her aware of your progress. This Title IV-E Addendum will be evaluated for completion at the end of the academic year in May. Have a great year! (Asterisk symbol indicates CalSWEC Field Experience Inventory Competency).

Field placement hours shall include an internship in a public child welfare agency for a minimum of one year whereby the Title IV-E student develops the knowledge and skills necessary to incorporate Title IV-E Child Welfare Competencies into child welfare practice.

### **To be reviewed and completed by the student & field instructor together**

### **Students are to complete at least 3 activities in each section, where applicable.**

#### **I) 2.1.1 Identify as a professional social worker and conduct oneself accordingly**

2.1.1 Able to articulate the roles of a professional child welfare social worker and consistently demonstrate effective self –management, interpersonal interaction, service advocacy, and continuing professional development within roles.

1. Articulate agency's professional expectations regarding conduct, dress, service delivery, cultural competence, and boundaries with clients, colleagues, community partners, and the community
2. Discuss with field instructor roles and responsibilities of assigned task area
3. Discuss with field instructor a situation/case which requires advocacy and upon approval apply the skills, techniques, and process of advocating (inform field instructor of outcome)
4. Demonstrate knowledge of community resources and contracted agency services
5. Shadow social workers in Emergency Response, Family Maintenance, Family Reunification, and Permanency Planning (e.g. kinship/guardianship, aging out youth, etc.) units\*

#### **II) 2.1.2 Apply social work ethical principles to guide professional practice**

2.1.2 Demonstrates capacity to address ethical dilemmas.

1. Discuss with field instructor any ethical dilemmas encountered with clients, in the agency, or community

2. Discuss with field instructor agency expectations regarding conflict resolution with clients, colleagues, community partners, or community (Reamer, Dolgoff & Lowenberg approach)

### **III) 2.1.3 Apply critical thinking to inform and communicate professional judgments**

2.1.3 Apply critical thinking skills using logic, scientific inquiry, and reasoned discernment to synthesize information, to practice effectively in child welfare and to communicate professional judgments.

1. Demonstrate knowledge and application of W&I codes, Division 31, minimum sufficient level of care, NASW Standards for Social Work Practice in Child Welfare, and structured decision making (SDM) tool for assigned task area
2. Discuss with field instructor agency policies regarding conflict resolution with clients, colleagues, and community partner
3. Discuss required documentation (narratives, SDM, court reports, forms) with field instructor
4. Present a case in a team meeting\*

### **IV) 2.1.4 Engage diversity and difference in practice**

2.1.4 In providing effective child welfare practice, consistently demonstrate and articulate both accurate awareness of self and knowledge of societal variables contributing to power imbalances and interpersonal and intercultural conflict among individuals, families, groups, organizations, and communities.

1. Discuss with field instructor the inherent and perceived power imbalance by the clients and community served by the agency
2. Complete an implicit bias test at [implicit.harvard.edu](http://implicit.harvard.edu) and develop a plan to increase score when same test is retaken

### **V) 2.1.5 Advance human rights and social and economic justice**

2.1.5 Utilize knowledge of human behavior, variables that contribute to injustice, and advocacy theory to provide leadership in applying social work skills to promote social and economic justice at the micro, mezzo, and macro levels in child welfare.

1. Demonstrate knowledge of agency policies related to due process
2. Apply agency policy as it relates to inform foster youth, parents, foster parents, relatives, and grandparents of their rights and documentation of completed work
3. Review rights of parents and foster youth rights with clients and follow up with documentation indicating completion

### **VI) 2.1.6 Engage in research informed practice and practice informed research.**

2.1.6 Regularly assess and use research to guide child welfare practice, to evaluate child welfare practice, and to disseminate findings to improve child welfare practice.

1. Demonstrate knowledge of the California Evidence-Based Clearinghouse for Child Welfare ([cebc4cw.org](http://cebc4cw.org))
2. Discuss with field instructor a program from the [cebc4cw.org](http://cebc4cw.org) website currently practiced at the agency

3. Discuss with field instructor a program from the [cebc4cw.org](http://cebc4cw.org) website *not* currently utilized at the agency
4. Assess child welfare services while attending PTMs, TDMs, court hearings, staffing's, or administrative meetings to identify recommendations for improvement
5. Acquire and demonstrate knowledge of the agency system improvement plan
6. Observe social workers and others giving testimony\*

### **VII) 2.1.7 Apply knowledge of human behavior to the social environment**

2.1.7 Integrates knowledge and theory of human behavior and the social environment from diverse perspectives to conduct reliable and valid assessments, comprehensive service plans, effective interventions, and meaningful evaluations in child welfare.

1. Discuss with field instructor theories, models, methods used at the agency to assess, develop plans, and evaluate outcomes (Developmental, Cognitive, Social Systems, Maslow, Strengths-based, Empowerment, Crisis Intervention, Loss/Trauma, Safety Organized Practice(SOP), 5 Protective Factors, Rushmore Tool)
2. Demonstrate knowledge of the Child Welfare Dynamic Report System at [cssr.berkeley.edu/ucb](http://cssr.berkeley.edu/ucb) child welfare as it relates to the agency
3. Discuss and apply child development theory along with cultural considerations with an assigned case
4. Conduct (under supervision) a mental health screening\*
5. Supervise a sibling or family visitation\*
6. Create an ILSP(Independent Living Service Plan) with youth\*
7. Develop working knowledge of signs of substance abuse and its effect on family functioning\*

### **VIII) 2.1.8 Engage in policy practice to advance social & economic well-being and to deliver effective social services**

2.1.8 Articulates knowledge of current agency, state, and federal child welfare policies and engages in effective development and implementation of ethical and effective child welfare practices and policies.

1. Demonstrate knowledge of the legal basis for child welfare and the court system
2. Discuss with field instructor and apply Division 31 state mandates as it applies to task area
3. Demonstrate knowledge and apply ICWA, MEPA, ASFA, Katie A., AB12, AB490AB408, or current legislation to assigned cases
4. Meet a CASA worker and become familiar with the role of CASA in public child welfare practice

### **IX) 2.1.9 Respond to context that shape practice**

2.1.9 Identify trends among micro, mezzo, and macro variables that affect child welfare practice and provide leadership to respond to those trends in effective and culturally competent ways.

1. Discuss with field instructor and workers variables (changes in laws, funding, fiscal considerations, working with clients, caseloads, poverty levels and implications) and trends that affect child welfare practice at different system levels

2. Demonstrate knowledge and apply cultural competence skills and techniques in response to identified agency trends
3. Discuss and review critical incident reporting with field instructor

### **X) 2.1.10(a) Engagement**

2.1.10(a) Demonstrate the ability to develop relationships and manage power differentials in routine and challenging client and partner situations, in a manner that reflects core social work values in child welfare practice.

1. Identify theoretical framework and apply skills and techniques used to engage and develop relationships with all systems and discuss with field instructor
2. Apply the engagement strategies and techniques used with a difficult client and discuss outcome with field instructor
3. Identify and address power differentials in case management activities and discuss outcomes with field instructor
4. Demonstrate knowledge of development of mutuality with assessment
5. Visit and meet providers of out of home placement types: family foster care, kinship care, tribal placement, therapeutic foster care, group home, residential treatment center, THP-Plus foster care, Supported Independent Living Placement(SILP)\*

### **X) 2.1.10(b) Assessment**

2.1.10(b) Consistently gather qualitative and quantitative data from a variety of sources, form coherent meaning from the data, and use the resulting information to make recommendations and to plan interventions that meet standards for child welfare social work practice.

1. Demonstrate knowledge of the Child Welfare Dynamic Report System at [cssr.berkeley.edu/ucb childwelfare](http://cssr.berkeley.edu/ucb_childwelfare) as it relates to the agency
2. Discuss with field instructor a program from the [cebc4cw.org](http://cebc4cw.org) website currently practiced at the agency
3. Assess child welfare services while attending PTMs, TDMs, MDTs, ASIs, court hearings, staffings, or administrative meetings
4. Demonstrate knowledge of assessments (Division 31, chapter 200; SDM; SOP, risk and safety)
5. Demonstrate knowledge and complete a (mock) court report
6. Apply literature review findings to recommend practice decisions\*

### **X) 2.1.10(c) Intervention**

2.1.10(c) Comfortably move among the roles of a social worker in child welfare and intervene effectively in those roles, including enhancing client strengths, acting as a client advocate, and skillfully handling transitions and terminations.

1. Apply knowledge of the agency's transition and termination policies as it relates practice
2. Discuss with field instructor a situation/case which requires advocacy and upon approval apply the skills,

techniques, and process of advocating (inform field instructor of outcome)

3. Apply strength based perspectives and empowerment techniques with assigned families
4. Demonstrate knowledge and application of case planning
5. Develop a permanency plan with a birth and/or adoptive family\*

**X) 2.1.10(d) Evaluation**

2.1.10(d) Consistently employ reliable and valid methods for monitoring and evaluating practice interventions and use the results to improve child welfare policy and practice. (Evidenced based/informed practice.)

1. Conduct reflection and consultation with field instructor on performance, level of skill, and plan to improve
2. Discuss with field instructor agency's progress and performance

**FALL SEMESTER:**

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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

Title IV-E Field Liaison: \_\_\_\_\_ Date: \_\_\_\_\_

Title IV-E Coordinator: \_\_\_\_\_ Date: \_\_\_\_\_

**SPRING SEMESTER:**

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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

Title IV-E Field Liaison: \_\_\_\_\_ Date: \_\_\_\_\_

Title IV-E Coordinator: \_\_\_\_\_ Date: \_\_\_\_\_

**Comments:**