

Title IV-E Child Welfare Training Program

BASW Competencies Addendum Fall & Spring 20 _____

Student Name: _____

Field Placement Agency: _____

Field Instructor Name: _____ Agency Phone: _____

Throughout the Bachelor of Social Work Program (i.e. field placement, coursework and seminars), students are exposed to the four content areas covered by the Curriculum Competencies for Public Child Welfare in California. **The Addendum to the Learning Agreement** assists the Title IV-E Program in monitoring the Curriculum Competencies for Public Child Welfare, knowledge and skills attained in field practice. Please read over the competencies listed and indicate with a date completed the task/activity that facilitated the attainment of each competency. If the student will not have the opportunity to address a particular competency during the course of his/her placement, with your agency, please explore with your Field Instructor/Liaison ways in which the competency can be addressed outside of the agency and indicate what you did to accomplish this objective. ***(Asterisk symbol indicates CalSWEC Field Experience Inventory Competency)***

I. 2.1.1 Identify as a professional social worker and conduct oneself accordingly

1 a. Demonstrate a beginning capacity to advocate for client services that are community-based and culturally sensitive. (Based on an understanding of how personal beliefs, norms, and world view influence practice.)

Dates Completed

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|---|-------|
| 1. Communicate respect for cultural background and client dignity when working with clients. | _____ |
| 2. Verbally discuss personal biases, while identifying and advocating for culturally sensitive client services. | _____ |
| 3. Identify culturally-based / culturally sensitive community resources | _____ |
| * 4. Present a case in a team meeting with field instructor/supervisor/and /or Field Liaison. | _____ |
| 5. Other _____.(optional) | _____ |

1 b. Practice self-correction and reflection, demonstrating self-awareness of personal biases and knowledge limitations.

Dates Completed

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|--|-------|
| 1. Demonstrate ability to work with paraprofessionals. | _____ |
| 2. Discuss with field instructor/supervisor feelings of reflection. | _____ |
| * 3. Verbally identify practice related skills and articulate own level of skill & plan to improve. | _____ |
| 4. Other _____.(optional) | _____ |

1 c. Present self in a respectful, professional manner and adapt to community language & cultural needs in communicating with child welfare clients, colleagues, and others.

Dates Completed

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|---|-------|
| 1. Demonstrate professionalism when addressing clients, colleagues, and others. | _____ |
| 2. Learn appropriate professional boundary setting with colleagues and clients/ consumers by observing staff during their contacts with clients & agency personnel. | _____ |

3. Demonstrate professionalism in dress, attendance, and time management by providing notice for any absences or schedule adjustments to field instructor/supervisor.

* 4. **Verbally identify the use of boundaries and social work roles.**

* 5. **Know the roles and expected conduct of persons in court: judge, attorneys, social workers, CASA volunteers, witnesses, etc.**

6. Other _____.(optional)

1 d. Consistently pursue learning and recognize the relationship between continuous learning and effective practice.

Dates Completed

1. Review best practice social work skills and knowledge.

2. Discuss with field instructor/supervisor best practice techniques and identify skills of best practice social work.

* 3. **Be exposed to or observe the court process at least one time.**

4. Other _____.(optional)

1 e. Demonstrate beginning capacity to utilize supervision effectively, including the need to augment knowledge or to mediate conflict between personal emotions and values and practice concerns.

Dates Completed

1 Schedule weekly supervision meetings with your field instructor/supervisor.

2. Develop questions of personal emotions and values to discuss during weekly supervision.

* 3. **Use supervision time to ask questions and receive input.**

4. Other _____.(optional)

1 f. Demonstrate the capacity to perceive the diverse viewpoints of clients & others in cases of value conflict & emerging ability to use child welfare practice principles to resolve such conflict.

Dates Completed

1 Verbalize the nature of conflict involving diverse viewpoints.

2. Discuss with field instructor/ supervisor techniques in resolving conflict.

3. Identify techniques of active listening with field instructor/ supervisor.

* 4. **Observe social worker(s) and others giving testimony.**

5. Other _____.(optional)

II. 2.1.2 Apply social work ethical principles to guide professional practice.

2 a. Demonstrate awareness of personal values and bias and manage such bias to practice in a manner consistent with professional ethics.

Dates Completed

1. Examine the value base of the agency culture and your own biases and personal values.

2. Discuss your findings in supervision with the field instructor/agency supervisor

3. Review the NASW Code of Ethics

4. Adhere to the NASW Code of Ethics when planning, making decisions, and delivering services to clients.

5. Other _____.(optional)

2 b. Demonstrate understanding of child welfare professional values and capacity to apply NASW Code of Ethics in planning and ethical decision-making that affects children, families and communities.

Dates Completed

- * **1. Discuss with field instructor an ethical dilemma and present ethical principles relevant to a case and articulate decision consistent with ethical standards to your field instructor/supervisor.**
- 2. Discuss with field instructor and apply one of the components of the NASW Standards for Social Work Practice in Child Welfare.
- 3. Demonstrate knowledge of the Standards and Values for Public Child Welfare Practice in California.
- 4. Other _____.(optional)

III. 2.1.3 Apply critical thinking to inform and communicate professional judgments.

3 a. Demonstrate understanding of critical appraisal of knowledge and capacity to integrate and apply evidence-based knowledge and other forms of knowledge in conducting culturally sensitive assessments and interventions

Dates Completed

- 1. Review, evaluate, and apply evidence –based and other kinds of knowledge in making assessments and service planning.
- 2. Discuss evidence-based practices with field instructor/supervisor.
- * **3. Understand the concept of “theory to practice” and discuss with field instructor/supervisor.**
- 4. Other _____.(optional)

3 b. Demonstrate the capacity to observe, gather and analyze data to inform practice model design and use in child welfare at all levels, including assessment, interventions, and evaluation.

Dates Completed

- 1. Discuss with field instructor completed assessments in which evidenced-based knowledge, practice principles, and cultural considerations are applied.
- * **2. Apply literature review findings to recommend practice decision or evaluate program at least one time.**
- * **3. Complete or contribute to the completion of at least one literature review related to topic of interest.**
- * **4. Disseminate literature review findings through either written or oral presentation formats.**
- 5. Other _____.(optional)

3 c. Understand and apply the principle that all oral and written communication must conform to audience needs and professional standards.

Dates Completed

- 1. Demonstrate knowledge on the effectiveness of evidence-based practices
- * **2. Complete the write up of at least one court report.**
- * **3. Review case notes, progress reports, and other forms of writing for style and content and discuss with field instructor/supervisor.**
- 4. Other _____.(optional)

IV. 2.1.4 Engage diversity and difference in practice.

4 a. Recognize that values and social inequality may oppress and marginalize as well as enhance power and privilege, demonstrate the capacity to develop interventions that are culturally sensitive.

Dates Completed

1. Discuss Cultural Competence Models and relevancy to practice with field instructor/supervisor. _____
2. Discuss with field instructor an intervention and apply the components of the NASW Standards for Cultural Competence in Social Work to an assigned case. _____
- * 3. **Verbally identify the importance of engagement and cultural humility in working with clients and discuss with field instructor/supervisor.** _____
4. Other _____.(optional) _____

4 b. Demonstrate sufficient self-awareness to mitigate the influence of institutional racism and personal biases in working with diverse groups in the child welfare workplace & community.

Dates Completed

1. Discuss with field instructor/supervisor how cultural brokers may be used in decision-making. _____
2. Discuss with field instructor/supervisor a culturally sensitive intervention and apply to an assigned case. _____
3. Identify the effects of bias, social inequality, and institutional racism in practice and develop three interventions that are culturally sensitive. _____
4. Other _____.(optional) _____

V. 2.1.5 Advance human rights and social and economic justice.

5 a. Promote human rights and social and economic justice.

Dates Completed

1. Attend a training that addresses social justice and oppression. _____
2. Identify a situation where advocacy skills and techniques were used to promote social and economic justice for clients. _____
3. Attend a staff / unit meeting and observe the openness of the organization for internal/external feedback and discuss with field instructor. _____
4. Other _____.(optional) _____

5 b. Demonstrate ability to develop case planning strategies and interventions which recognize the interconnection of oppression and discrimination and act to minimize their effects.

Dates Completed

1. Attend a training on the development of a case plan. _____
2. Conduct home visit to develop case plan with client. _____
3. Develop and use planning strategies and interventions that recognize and address barriers to equality and reduce service disparities. _____
- * 4. **Create at least one service plan based on needs identified from service needs assessments with an ILSP (Independent Living Service Plan) youth.** _____
5. Other _____.(optional) _____

VI. 2.1.6 Engage in research informed practice and practice informed research.

6 a. Demonstrate a beginning capacity to gather and synthesize practice evaluation findings, including client feedback to support and increase the professional knowledge base.

Dates Completed

- * **1. Identify major relevant federal, state, & local policies, and describe the effects on PCW practice.**
- * **2. Identify Welfare and Institutions Code (WIC) Section 16501.1 (Case Plans) and discuss with Field Instructor/Supervisor.**
- * **3. Identify and review CWS/CMS Rushmore tools and discuss process with Field Instructor/Supervisor.**
- * **4. Identify and review Structured Decision Making (SDM) or similar tool.**
- 5. Other _____.(optional)

6 b. Demonstrate beginning knowledge of how to consult and utilize research evidence to inform ongoing child welfare practice and policy.

Dates Completed

- 1. Identify one agency policy that addresses research evidence for child welfare practice.
- 2. Discuss with field instructor/supervisor the necessary steps to utilize research for ongoing social work practice.
- * **3. Identify child welfare and child protection programs and models & describe appropriate implementation.**
- * **4. Seek and locate additional data when needed to make professional decisions at least one time.**
- 5. Other _____.(optional)

VII. 2.1.7 Apply knowledge of human behavior to the social environment.

7 a. Demonstrate beginning ability to apply conceptual frameworks to guide assessment, intervention, and evaluation in child welfare.

Dates Completed

- 1. Develop one client assessment during a home visit.
- 2. Identify three crucial areas for removal of children.
- * **3. Experience completing Risk and Safety Assessment at least one time.**
- * **4. Shadow worker(s) in other units related to Permanency Planning. (ex. kinship/guardianship, aging out youth for at least one day.**
- * **5. Shadow Emergency Response social worker(s) at least two days and discuss process with Field Instructor/Supervisor.**
- 6. Other _____.(optional)

7 b. Demonstrate beginning ability to gather and interpret behavioral knowledge in perceiving the person and environment and how it affects child welfare practice.

Dates Completed

- * **1. Shadow social worker(s) in Family Maintenance/Family Reunification units at least two days and discuss with field instructor/supervisor.**
- * **2. Shadow social worker(s) in practice settings relevant to Public Child Welfare (e.g., school, mental health, substance abuse, domestic violence) at least one day.**

3. Gain an understanding of a person's environment and how it effects their behavior and development while in child welfare practice. _____
4. Discuss with field instructor/supervisor the detriment of a client's behavior when providing services. _____
- * 5. **Visit and meet providers of out-of-home placement types at least one time:**
(family foster care, kinship care, tribal placement, therapeutic foster care, group home, residential treatment center, THP-Plus foster care, and/or Supported Independent Living Placement(SILP)) _____
6. Other _____.(optional) _____

VIII. 2.1.8 Engage in policy practice to advance social and economic well-being and to deliver effective social services.

8 a. Identify the role of policy in service delivery and its impact on the child welfare system.

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|--|------------------------|
| | <i>Dates Completed</i> |
| 1. Identify the influence of policy on practice. | _____ |
| 2. Use engagement and collaboration skills in service delivery and advocacy. | _____ |
| * 3. Meet at least one CASA worker and become familiar with the role of CASA in Public Child Welfare. | _____ |
| * 4. Participate in an inquiry regarding application of ICWA. | _____ |
| 5. Other _____.(optional) | _____ |

8 b. Recognize the importance of engagement and collaboration with colleagues and clients for effect practice, advocacy, and policy action.

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|---|------------------------|
| | <i>Dates Completed</i> |
| 1. Attend staff meetings, observe and document. | _____ |
| * 2. Attend a Team Decision Making meeting and/or SIP workgroup: observe and document the key players. | _____ |
| 3. Discuss with your field instructor/supervisor your findings of each meeting. | _____ |
| 4. Other _____.(optional) | _____ |

IX. 2.1.9 Respond to contexts that shape practice.

9a. Understand and respond to contexts and trends in child welfare service delivery and practice.

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| | <i>Dates Completed</i> |
| 1. Discuss with your field instructor/supervisor the new trends of service delivery in the agency. | _____ |
| * 2. Seek out suitable client services and ensure client access to those services at least one time. | _____ |
| 3. Other _____.(optional) | _____ |

X. 2.1.10 (a) Engagement

10a. Demonstrate the ability to engage and use empathy to identify and work towards shared goals in working with individuals, families, and groups involved in child welfare practice.

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|--|------------------------|
| | <i>Dates Completed</i> |
| 1. Identify skills and techniques used to engage all systems. | _____ |
| 2. Discuss with field instructor/supervisor the engagement strategies and techniques used with a difficult client. | _____ |

- * **4. Supervise a sibling or family visitation and discuss with field instructor/supervisor.** _____
- * **5. (Under supervision) manage at least one basic case from beginning to end.** _____
- 6. Other _____.(optional) _____

X. 2.1.10 (b) Assessment

10b. Demonstrate a beginning ability to engage with diverse clients and others to gather, assess, analyze, and interpret client information in a manner that identifies strengths and needs.

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|--|------------------------|
| 1. Demonstrate knowledge of assessment tools used by the agency to develop intervention plans for clients. | _____ |
| 2. Identify agency policies and procedures that develop coordinated plans. | _____ |
| 3. Discuss with field instructor/supervisor techniques used when assessing client's strengths and needs. | _____ |
| * 4. Attend and /or participate in a concurrent planning meeting. | _____ |
| 5. Other _____.(optional) | _____ |

X. 2.1.10 (c) Intervention

10c. Demonstrate a beginning ability to respond in a manner consistent with child welfare practice (a) including prevention and intervention measures that enhance strengths, protective factors, and solutions.

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|---|------------------------|
| 1. Identify a minimum of three intervention techniques that are used in assessing client strengths. | _____ |
| 2. Discuss with field instructor/supervisor how strength- based and solution focused practice is applied in social work practice. | _____ |
| * 3. (Under supervision), implement crises intervention services and strategies. | _____ |
| * 4. Develop working knowledge of signs of substance abuse & its effect on family functioning. | _____ |
| 5. Other _____.(optional) | _____ |

10c. Recognize the importance of facilitating transitions, interruption, and endings in a sensitive (b) manner.

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|--|------------------------|
| * 1. (Under supervision) implement early intervention services and strategies. | _____ |
| 2. Identify a minimum of two termination techniques. | _____ |
| 3. Demonstrate knowledge of the agency's transition and termination policies as it relates to practice and discuss with field instructor/supervisor. | _____ |
| 4. Demonstrate sensitivity during service transitions, interruptions, and terminations during home visits. | _____ |
| 5. Other _____.(optional) | _____ |

X. 2.1.10 (d) Evaluation

10d. Demonstrate a beginning ability to monitor, analyze, and evaluate interventions, including (a) determination of future action.

Dates Completed

- 1. Demonstrate knowledge of agency's method of tracking outcomes. _____
- * **2. Identify reliable & valid methods for evaluating practice by: 1) describing what makes an evaluation method reliable & valid, and 2) give at least one example of a reliable & valid evaluation method.** _____
- * **3. Evaluate one's own practice at least one time using reliable & valid methods of evaluation and discuss with field instructor/supervisor.** _____
- 4. Other _____.(optional) _____

Final Evaluation Signatures:

Student Signature: _____ Date: _____

Field Instructor: _____ Date: _____

Title IV-E Field Liaison: _____ Date: _____

Title IV-E Coordinator: _____ Date: _____

Comments:
