

UW SCHOOL OF SOCIAL WORK

Advanced Concentration Practice Behaviors, Activity Examples and Work Sheet: Children & Families & Multigenerational Practice/Multigenerational Practice with Children, Families & Elders (CFM)

Core Competency 1	BASW & MSW FOUNDATION	CFM	Activities
<p><i>1: Identify as a professional social worker and conduct oneself accordingly.</i></p>	<p>1a. advocate for just social structures (institutions & systems)</p> <p>1b. advocate for equitable client/constituent access to social work services, in the context of diverse and multidisciplinary settings</p> <p>1c. practice critical self-reflection to assure continual professional growth and development</p> <p>1d. attend to professional roles and boundaries</p> <p>1e. demonstrate professional demeanor (e.g., in behavior, appearance, and communication)</p> <p>1f. demonstrate ability to engage in career-long learning</p> <p>1g. engage in consistent use of supervision and consultation</p>	<p>a. understand and identify the role of a social worker in cross-disciplinary settings</p> <p>b. understand and identify professional strengths, limitations and challenges</p> <p>c. develop, and maintain relationships with clients/constituents within person-in-environment and strengths perspectives</p> <p>d. demonstrate professional use of self with clients/constituents and colleagues</p>	<p>Activity A: Participate in a multidisciplinary staffing and conduct power analysis identifying stakeholders and their roles in relating to serving client. Compare and contrast role of social worker with others present.</p> <p>Activity B: Present case in staffing with PI present and conduct a minimum of one assessment shadowed by PI examining student's use of self with client / constituents and colleagues.</p> <p>Activity C: Conduct process recording of assessment with client. Review recording to examine use of strengths perspective and person in environment.</p> <p>Methods of Assessment: Discuss process recording and multidisciplinary team analysis within supervision. Record findings from process recording in professional journal then review in supervision.</p>
Core Competency 2	BASW & MSW FOUNDATION	CFM	Activities
<p><i>2: Apply social work ethical principles to guide professional</i></p>	<p>2a. recognize and manage personal values, so that professional values guide practice</p> <p>2b. make ethical decisions, in practice and</p>	<p>a. recognize and manage personal biases as they affect the professional relationship in the service of the</p>	<p>Activity A: Utilizing the above process recording and power analysis identify any areas where biases or discrimination can be identified.</p>

<p><i>practice.</i></p>	<p>in research, by critically applying the ethical standards of the NASW Code of Ethics and other relevant codes of ethics</p> <p>2c. tolerate and respect ambiguity in resolving ethical conflicts</p> <p>2d. apply ethical reasoning strategies to arrive at principled, informed, and culturally responsive decisions</p> <p>2e. understand the role of consultation and use consultation for ethical decision making</p>	<p>clients'/constituents' interests</p> <p>b. apply ethical decision-making skills to their field of practice to promote human rights and social justice</p> <p>c. identify and apply knowledge of relationship dynamics, including power differentials</p> <p>d. use knowledge about ethical issues (e.g., competing values, client/constituent rights, legal parameters, and shifting societal mores) that affect the provision of services and relationships with clients/constituents</p>	<p>Activity B: Bring at least one case a week to supervision for discussion and evaluation surrounding issues of access to power, appropriate referral for services and ethical practice surrounding issues of limited resources.</p> <p>Activity C: Conduct regular journal entries for any instances in which the ethical value of unconditional positive regard is challenged by personal biases or discrimination.</p> <p>Methods of Assessment: Review analysis and cases in supervision and review journal entries as they appear.</p>
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Core Competency 3	BASW & MSW FOUNDATION	CFM	Activities
<p><i>3: Apply critical thinking to inform and communicate professional judgments.</i></p>	<p>3a. use critical thinking to distinguish, evaluate, and integrate multiple sources of knowledge, including research-based knowledge, practice wisdom, and client/constituent experience</p> <p>3b. critically analyze models of assessment, especially in relation to their cultural relevance and applicability and their promotion of social justice</p> <p>3c. critically analyze models of prevention, especially in relation to their cultural relevance and applicability and their promotion of social justice</p> <p>3d. critically analyze models of intervention, especially in relation to their</p>	<p>a. engage in reflective practice (e.g., regularly question and reflect on one's own assumptions and consider how these might affect practice)</p> <p>b. understand and differentiate the strengths and limitations of multiple practice theories, frameworks, and methods and consider their relevance to clients/constituents</p> <p>c. identify and articulate clients'/constituents' strengths and vulnerabilities</p>	<p>Activity A: In weekly case staffing a regular review of conclusions and decisions will be made relating to client interactions.</p> <p>Activity B: Evaluate multiple case histories and evaluations to assess the proper administration of interventions and referrals. Consider clients strengths and vulnerabilities in assessment. Discuss most appropriate referral for services and theoretical orientation to client interactions based upon findings.</p> <p>Activity C: Facilitate case staffing with professional colleagues and or fellow students and client utilizing family genogram utilizing Solution Based</p>

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<i>(Competency 3 cont.)</i>	<p>cultural relevance and applicability and their promotion of social justice</p> <p>3e. critically analyze models of evaluation, especially in relation to their cultural relevance and applicability and their promotion of social justice</p> <p>3f. demonstrate effective communication skills (e.g., listening, oral, and written communication skills) in working with individuals</p> <p>3g. demonstrate effective communication skills (e.g., listening, oral, and written communication skills) in working with families and groups</p> <p>3h. demonstrate effective communication skills (e.g., listening, oral, and written communication skills) in working with organizations and communities</p> <p>3i. demonstrate effective communication skills (e.g., listening, oral, and written communication skills) in working with colleagues</p>	<p>d. utilize a multi-generational framework that is inclusive of children, youth, older adults and their families</p>	<p>Casework model. Utilize genogram to assess generational strengths and risks, developmental stage of identified client and suggested goals.</p> <p>Methods of Assessment: Discuss findings and reflections in staffing and witness staffing.</p>

Core Competency 4	BASW & MSW FOUNDATION	CFM	Activities
<i>4: Engage diversity and difference in practice.</i>	<p>4a. recognize and articulate the ways in which social and cultural structures—including history, institutions, and values—oppress some identity groups while enhancing the privilege and power of dominant groups</p> <p>4b. develop and demonstrate sufficient</p>	<p>a. understand the many forms of diversity and difference and how these influence the relationship with clients/constituents</p> <p>b. research and apply knowledge</p>	<p>Activity A: Review SOC W 504 (Social Work for Social Justice: Developing a Personal-Professional Stance) syllabus with PI in supervision to review areas of personal discovery and areas of focus in client interactions.</p> <p>Activity B: Organize and facilitate cultural training for staff utilizing community stockholders from the</p>

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<i>(Competency 4 cont.)</i>	<p>critical self-awareness to understand the influence of personal biases and values in working with diverse groups</p> <p>4c. recognize and dialogue with others about the role of difference and the multiple intersections of oppression and privilege in shaping a person's identity and life experiences</p> <p>4d. engage the knowledge, strengths, skills, and experience of clients/constituents in social work practice</p>	<p>of diverse populations to enhance client/constituent wellbeing</p> <p>c. work effectively with diverse populations</p> <p>d. identify practitioner and client/constituent differences, utilizing a strengths perspective</p>	<p>Somali community. Training will identify client perspective in interacting with agency from cultural perspective.</p> <p>Activity C: Conclude above training with discussion facilitated by student and PI identifying practitioner and client/constituent differences, utilizing strings perspective.</p> <p>Methods of Assessment: Review of syllabus to occur in supervision. PI to attend student organized training and aid is facilitation of discussion.</p>

Core Competency 5	BASW & MSW FOUNDATION	CFM	Activities
<i>5: Advance human rights and social and economic justice.</i>	<p>5a. understand and articulate the forms and mechanisms of oppression and discrimination and approaches to advancing social justice and human rights</p> <p>5b. advocate for and engage in practices that address disparities and inequalities and advance human rights and social and economic justice</p>	<p>a. articulate the potentially challenging effects of economic, social, cultural and global factors on client/constituent systems</p> <p>b. use knowledge of the effects of oppression, discrimination, structural social inequality, and historical trauma on clients/constituents and their systems to guide intervention planning</p> <p>c. critically analyze practice in relation to advancing human rights and social and economic justice</p>	<p>Activity A:</p> <p>Activity B:</p> <p>Activity C:</p> <p>Methods of Assessment:</p>

Core Competency 6	BASW & MSW FOUNDATION	CFM	Activities
<p><i>6: Engage in research-informed practice and practice-informed research.</i></p>	<p>6a. use client and constituent knowledge to inform research and evaluation</p> <p>6b. use my own practice experience to inform research and evaluation</p> <p>6c. use qualitative research evidence to inform practice</p> <p>6d. use quantitative research evidence to inform practice</p> <p>6e. apply research literature on social disparities when selecting and evaluating services and policies</p>	<p>a. apply critical thinking to evidence-based interventions, best practices, and the evidence-based research process</p> <p>b. use best practices and evidence-based research to develop, implement, and evaluate interventions</p> <p>c. use best practices and evidence-based interventions with multiple generations</p>	<p>Activity A:</p> <p>Activity B:</p> <p>Activity C:</p> <p>Methods of Assessment:</p>

Core Competency 7	BASW & MSW FOUNDATION	CFM	Activities
<p><i>7: Apply knowledge of human behavior and the social environment.</i></p>	<p>7a. apply theories and conceptual frameworks relevant to understanding people and environments across systems levels</p> <p>7b. critique and apply human behavior and social environment theories and conceptual frameworks to assessment, intervention, and evaluation at multiple systems levels</p>	<p>a. apply the theories of human behavior and the social environment (e.g., biological, developmental, psychological, social, cultural, spiritual, systems, and/or structural)</p> <p>b. apply a life course approach to human development in assessments and interventions with individuals, families, and communities</p>	<p>Activity A:</p> <p>Activity B:</p> <p>Activity C:</p> <p>Methods of Assessment:</p>

Core Competency 8	BASW & MSW FOUNDATION	CFM	Activities
<p><i>8: Engage in policy practice to advance social and economic well-being and to deliver effective social work services.</i></p>	<p>8a. use critical understanding of the history and current form of US social welfare and social service policies (e.g., institutions, governance, and financing) to formulate policies and strategies that advance social and economic justice</p> <p>8b. use critical understanding of the history and current form of US social welfare and social service policies (e.g., institutions, governance, and financing) to formulate policies and strategies that improve social service delivery</p> <p>8c. collaborate with colleagues, clients/constituents, and others to advocate for social and economic justice to affect policy change</p>	<p>a. recognize the interrelationship between clients/constituents, practice, and organizational and public policy</p> <p>b. determine the factors that influence the development of legislation, policies, program services, and funding at all system levels</p> <p>c. communicate to stakeholders the implication of policies and policy change in the lives of clients/constituents</p> <p>d. apply advocacy skills that can be used to inform policymakers and influence policies that impact clients/constituents and services</p>	<p>Activity A:</p> <p>Activity B:</p> <p>Activity C:</p> <p>Methods of Assessment:</p>

Core Competency 9	BASW & MSW FOUNDATION	CFM	Activities
<p><i>9: Respond to contexts that shape practice.</i></p>	<p>9a. continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide culturally relevant services</p> <p>9b. engage in efforts to promote sustainable changes in service delivery to alleviate disparities in the access and utilization of services to lessen the disproportionate representation of persons of color in systems of care</p>	<p>a. work collaboratively with others to effect systemic change towards sustainability</p> <p>b. analyze and respond to evolving contexts (e.g., cultural, technological, geographical, political, legal, economic, and environmental)</p> <p>c. assess the quality of clients'/constituents' interactions within their social contexts</p>	<p>Activity A:</p> <p>Activity B:</p> <p>Activity C:</p> <p>Methods of Assessment:</p>

Core Competency 9	BASW & MSW FOUNDATION	CFM	Activities
<i>(Competency 9 cont.)</i>	9c. recognize and understand the local-global context of practice	d. identify how relational, organizational, and community systems may impact clients/constituents	

Core Competency 10	BASW & MSW FOUNDATION	CFM	Activities
<i>10: Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.</i>	ENGAGEMENT		
	10a. engage with individuals in the context of diverse and multidisciplinary settings	a. demonstrate skills (e.g., leadership, critical thinking, and interpersonal skills) required for effectively engaging and intervening with clients/constituents	Activity A: Activity B: Methods of Assessment:
	10b. engage with families and groups in the context of diverse and multidisciplinary settings	b. develop a culturally responsive relationship with clients/constituents	
	10c. engage with organizations and communities in the context of diverse and multidisciplinary settings	c. establish an engagement process that encourages clients/constituents to be active participants in the establishment of intervention goals and expected outcomes	
	10d. use listening, empathy, and other interpersonal skills to establish rapport and engage with diverse populations in diverse contexts		
	10e. develop mutually agreed upon focus of work and desired outcomes with clients/constituents		
	10f. use a strengths perspective when working with individuals, families, groups, organizations and communities		
ASSESSMENT			
10g. collect, organize, and interpret client/constituent/system data (e.g. strengths, stressors, and limitations) to	a. use multidimensional assessment (e.g., bio/psycho/	Activity A:	

Core Competency 10	<i>BASW & MSW FOUNDATION</i>	<i>CFM</i>	<i>Activities</i>
<i>(Competency 10 cont.)</i>	assess client/constituent needs 10h. assess client/constituent/system strengths, stressors, and limitations 10i. identify and select appropriate and culturally responsive intervention strategies	social/spiritual/structural) b. understand and apply HBSE theories	Activity B: Methods of Assessment:
	<i>INTERVENTION</i>		
	10j. initiate actions to achieve client/constituent/ organizational goals 10k. implement prevention interventions that enhance client/constituent capacities 10l. help and empower clients/constituents to resolve problems 10m. negotiate, mediate, and advocate for clients/constituents 10n. facilitate transitions and endings with clients/constituents	a. collaborate effectively with other professionals /stakeholders to coordinate interventions	Activity A: Activity B: Methods of Assessment:
	<i>EVALUATION</i>		
10o. critically analyze, monitor, and evaluate interventions	a. contribute to the theoretical knowledge base of the social work profession through practice-based research b. apply frameworks that address the multigenerational transmission of resilience, strengths, and loss in diverse multi-generational families and communities	Activity A: Activity B: Methods of Assessment:	

