

**THE UNIVERSITY OF TENNESSEE
COLLEGE OF SOCIAL WORK**

SW504 - Foundations of Social Work Practice III

Course Outline

Spring 2007

Instructor: K. Jeff Fladen, LCSW

Class time: Wednesday, 9:00 – 11:50 a.m.

Office Hours: By appointment

Phone: 615-354-1644

615-491-4470

E-mail: jfladen@jfsnashville.org
(weekdays only)

Required Text

Brody, R. & Nair, M.D. (2007). *Macro practice: A generalist approach* (8th Ed.). Wheaton, IL: Gregory Publishing Company.

Netting, F.E., Kettner, P.M., & McMurtry, S.L. (1998). *Social work macro practice* (2nd Ed.). New York: Longman.

Additional Required Readings

Chambers, D. E., Wedel, K. R., & Rodwell, M. K. (1992) *Evaluating social programs*. Boston: Allyn and Bacon.

Cox, F. M., Erlich, J. L., Rothman, J., & Tropman, J. E. (Eds.). *Tactics and Techniques of Community Practice* (2nd Ed.).

Devore, W. & Schlesinger, E. G. (1999). *Ethnic-sensitive social work practice* (5th Ed.). Boston: Allyn and Bacon.

Ellis, R. A. (2002). *Impacting social policy: A guide to analysis and action*. Pacific Grove: Brooks Cole/Wadsworth.

Haynes, K. S., & Michelson, J. S. (1997). *Affecting change: Social workers in the political arena*. (1st Ed.). New York: Longman.

Jansson, B. S. (1999). *Becoming an effective policy advocate: From policy practice to social justice* (3rd Ed.). Pacific Grove: Brooks Cole/Wadsworth.

Kirst-Ashman, K. K., & Hull G. H. (1997). *Generalist practice with organizations and communities*. Chicago: Nelson-Hall.

Smith, J. D. & Mancoske, R. J. (1998) *Rural gays and lesbians: Building on the strengths of communities*. Chicago: Nelson-Hall

Appleby, G. A., Colon, E., Hamilton, J. (2001) *Diversity, oppression, and social functioning: Person-in-environment assessment and intervention*. Boston: Allyn & Bacon

Course Requirements

Students are responsible for the submission of one semester project, an organizational analysis and the satisfactory completion of a final examination. Students are also expected to actively participate in class and assigned Blackboard discussions. The final grade will reflect the following:.

Organizational Analysis	30%
Semester Project	30%
Final Examination	30%
Class participation	10%
	100%

Organizational Analysis- 30%

This assignment is a written analysis of certain aspects of a local organization. Most students will find it convenient to use the organization in which you are doing your field placement and to integrate this assignment into your practicum learning objectives. You may use another organization but coordinate this with the instructor. The assignment is to be double-spaced with 10 - 15 pages. Any text over the 15 pages maximum will not be read. This assignment (50% of the course grade) is *due on March 7, 2006*.

The framework for the analysis draws primarily from Netting et al.'s (1998) Framework for Analyzing a Human Service Organization (277-280). The specific Tasks to analyze are listed below. In your analysis, demonstrate your comprehension of organizational concepts covered in the readings and class.

Semester Project - 30%

Students must complete a semester project related to macro practice. They may choose from the alternatives listed below or may propose an alternative for the instructor's approval. All selections must be submitted in writing to the instructor by the third week of class. Projects may be completed individually or in a group.

Alternative suggestions:

1. Complete or assist with a major project for field site or other agency with instructor's approval. Examples include; evaluation or outcomes analysis, strategic plan development, grant submission or new program proposal.
2. Write a paper on some aspect of macro practice. The topic must be approved by the instructor by the third week of class.
3. Teach a class session using the materials identified in the syllabus.
4. Develop a 15-20 minute presentation for the class on some aspect of macro practice.

The topic must be approved by the instructor in advance.

Final Examination- 30%

The final examination will consist of 10 essay questions and will be offered during the time scheduled by the university.

Class participation- 10%

Grading

The grading scale used for the course will be:

- 95-100 A
- 90-94 B+
- 85-89 B
- 80-84 C+
- 70-79 C
- 65-70 D

Class Policies

1. Students are expected to attend class regularly. They are expected to arrive on time and to remain in class until the completion of the class period. More than two unexcused absences or tardiness may result in a markdown of the final grade.

Students must contact the instructor in advance via phone or e-mail if they will be absent on an assignment due date or planned examination date. Examinations will not be rescheduled unless the instructor is notified in advance.

2. Incompletes will be given only according to the rules specified in the UT Catalogue. Please refer to the catalogue for additional information.

3. All written assignments are due at the beginning of the class period of the date specified on the course outline. Requests for exception must be discussed with the instructor before an assignment is due. There will be no assignments excused due to computer or printer problems.

4. Assignments are to be completed correctly at the time of submission. The instructor will be available to discuss papers and group assignments until one week prior to their due date. After that no assistance will be given. No papers or assignments may be resubmitted once a grade has been given.

5. Cheating and/or plagiarizing will not be tolerated. Any student caught cheating or plagiarizing will be subject to the disciplinary procedures outlined in the UT Student Handbook.

6. University policy regarding religious holidays will be observed. As stated by the UT student handbook, any student may request to be excused from class to observe a religious day from his/her faith.

COURSE OUTLINE

SECTION I- INTRODUCTION TO MACRO PRACTICE

Week 1- January 10, 2007- Introduction to Foundations III

Introduction of class members

Syllabus review

Discussion of projects

Readings for next week:

Netting, Kettner, & McMurtry, Chapters 1: An Introduction to Macro Practice in Social Work & Chapter 2: The Historical Roots of Macro Practice.

Brody & Nair, Chapter 1: The Environmental Context Affecting Human Services Agencies.

Week 2- January 17, 2007- Class Projects/Introduction to Macro Practice

Lecture: An introduction to macro practice in social work

Lecture: The historical roots of macro practice

Lecture: The environmental context

Small group activity and discussion using *NASW Code of Ethics*: Social work ethics in the macro arena

Readings for next week:

Brody & Nair, Chapters 2: The Service Delivery System, Chapter 3: Client Advocacy at the Macro Level

Week 3- January 24, 2007- Macro Basics: Theoretical bases, roles, and ethics

Lecture: The ecological perspective

Group discussion and lecture: Macro roles

Lecture: Macro task arenas

Small group activity and discussion: Social work ethics

***** Report of Semester Project selection due**

Readings for next week:

Netting, Kettner, & McNair, Chapters 3: Understanding the Problem and the Target Population, Chapter 9: Developing an

Selecting Appropriate Tactics.

Brody & Nair, Chapter 21: Negotiating and Advocating Positions,

Chapter 22: Developing and Coordinating Human Services

Week 4- January 31, 2007- Macros Basics, cont./Understanding Problems/ Developing and Implementing Intervention Strategies

Lecture: Negotiating, advocating, collaborating and coordinating

Lecture and activity using case study: Understanding problems

Lecture: Developing and implementing interventions

Lecture and discussion: Macro practice and social justice

Readings for next week:

Netting, Kettner, & McMurtry, Chapter 7: Understanding Organizations

Brody & Nair, Chapter 4: The Organization's Culture, Chapter 11: Organizational Structures and Processes

SECTION II - MACRO PRACTICE WITH ORGANIZATIONS

Week 5- February 7, 2007- Understanding Organizations

Lecture: Understanding organizations

Lecture and discussion: Organizational culture

Small group activities: Organizational structures and process

Lecture: Ethical processes in understanding organizations

Guest lecturer: Steve Edelstein – Jewish Communal Service

Readings for next week:

Netting, Kettner, & McMurtry, Chapter 8: Analyzing Human Service Organizations.

Brody & Nair, Chapter 5: Strategic Planning

United Way, in Cox, et al., Chapter 24 (Budgeting)

Week 6- February 14, 2007- Analyzing Organizations

Lecture: Analyzing human service organizations, examples of agency budget and strategic plan

Class activity: Strategic planning

Guest speaker and class activity: Budgeting

Lecture and small group activity: diversity considerations in organizational analysis

Readings for next week:

Brody & Nair, Chapters 6: Setting Doable Objectives, Chapter 7: Implementing

Achievable Plans, Chapter 8: Solving Operational Problems, & Chapter 14:

Organizational Leadership and Supervision

Week 7- February 21, 2007-Planning and Implementing Strategies for Organizational Change

Setting doable objectives

Implementing achievable plans

Solving operational problems

Organizational leadership and supervision

Ethical considerations for planning and implementing change

Readings for next week:

Brody & Nair, Chapter 15: Using the Internet to Enhance Macro Practice,

Chapter 15 Searching for Funds, Chapter 17: Preparing Effective Proposals

Week 8- February 28, 2007- The Internet and Fund Raising

Computer lab: Using the Internet in macro practice

Lecture: Searching for funds

Readings for next week:

Netting, Kettner, & McMurtry, Chapter 4: Understanding Communities,
Chapter 5: Understanding and Analyzing Community Strengths and Problems,
Chapter 6: Understanding a Community Human Service System.

Brody & Nair, Chapter 17 Community Problem Analysis

SECTION III- MACRO PRACTICE WITH COMMUNITIES

Week 9- March 7, 2007- Understanding and Analyzing Communities

Lecture: Understanding communities

Small group activity: Community problem analysis

Lecture: Understanding and analyzing community strengths

Lecture and group activity: Understanding a community human service delivery system

Lecture: Economic justice and community practice

Readings for next class:

Brody & Nair, Chapter 18 How Community Organizations Affect Change,
Chapter 19 Community Development/Community Building Initiatives

Foster, Sandra Jean (1997), Rural lesbians and gays: public perceptions, workers
perceptions, and service delivery pp. 23-35

Mann, Wendy M. (1997), Portraits of social services programs for rural sexual
minorities, pp 95-103.

*****Organizational Analysis due**

Week 10- March 14, 2007- Spring Break

Week 11- March 21, 2007- Facilitating Change in Communities

Lecture: How community organizations affect change

Lecture and discussion: Ethics in community practice

Small group activity with handouts: Diversity in community analysis

Readings for next week:

Jannson, Chapters 1: Why Engage in Policy Practice and Policy Advocacy,
Chapter 4: The Big Picture: Policy Practice in Governmental, Community, and
Agency Settings

Ellis, Chapter 1: Social Policy: Definitions and Descriptions

Appleby, G. (2001) Chapter 9: Lesbian, gay, bisexual and transgender people
confront heterocentrism, heterosexim, and homophobia

SECTION IV- POLICY PRACTICE AND ADVOCACY

Week 12- March 28, 2007- Policy Practice and Advocacy

Lecture: Rationale for policy practice

Lecture: Basics of policy practice

Computer lab activity: The policy practice arena

Readings for next week:

Haynes & Michelson, Chapter 4: Policy Models for Political Advocacy, Chapter 5: The Practitioner's Influence on Policy, Chapter 6: Influence through Lobbying, Chapter 7: Influence through Organizing Others, Chapter 9: Political Action Committees
Worden, R. (2001) Chapter 5: Women and Sexist Oppression

Week 13- April 4, 2007- Policy Practice and Advocacy (cont.)

Lecture: Policy models for political advocacy
Small group activity: The practitioner's influence on policy
Lecture: Political Action Committees
Lecture: Policy practice and ethics

***** Semester projects due**

Readings for next week:

Kirst-Ashman & Hull, Chapter 6: IMAGINE How to Implement Macro Intervention: Changing Agency Policy, Chapter 7: IMAGINE Project Implementation and Program Development
Solomon (Cox, et al.), Chapter 26: Evaluating Community Programs
Chambers, Wedel, & Rodwell, Chapter 4: Needs Studies

SECTION V- PROGRAM DEVELOPMENT AND EVALUATION

Week 14- April 11, 2003- Program Development and Evaluation

Lecture: Basics of program development
Lecture: Basics of program evaluation
Lecture: Basics of needs assessment
Small group activity and discussion: Culturally-sensitive program development
Lecture: Ethical considerations in program development

Readings for next week:

Brody & Nair, Chapter 10: Perspectives on Diversity and Ethical Behavior
Devore & Schlesinger, Chapter 9: Ethnic-Sensitive Macro Practice

SECTION VI- MACRO PRACTICE AND CULTURAL SENSITIVITY

Week 15- April 18, 2007- Macro Practice, Diversity, and Cultural Sensitivity

Lecture: Managing diversity in agencies
Discussion: Challenges of diversity
Lecture: Ethical issues
Lecture: Social work values
Lecture: Layers of understanding ethnicity
Review for final examination

Week 16- April 25, 2007- Final Examination