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Office Hours: Thursdays from 1pm-3pm CDT or by appointment

Prerequisite(s): 510, 512, 513, 519, 522, 537, 538, 539, 542, and 544 or Advanced Standing

**Code of Conduct**
It is the student's responsibility to have read the College of Social Work Ethical Academic and Professional Conduct Code that is in the College of Social Work MSSW Handbook (www.csw.utk.edu). Students are also expected to sign and adhere to the Social Work Field Placement Contract.

**The Honor Statement**
An essential feature of The University of Tennessee is a commitment to maintaining an atmosphere of intellectual integrity and academic honesty. As a student of the University, I pledge that I will neither knowingly give nor receive any inappropriate assistance in academic work, thus affirming my own personal commitment to honor and integrity. ([Hilltopics](http://www.csw.utk.edu)).

**University Civility Statement**
Civility is genuine respect and regard for others: politeness, consideration, tact, good manners, graciousness, cordiality, affability, amiability and courteousness. Civility enhances academic freedom and integrity, and is a prerequisite to the free exchange of ideas and knowledge in the learning community. Our community consists of students, faculty, staff, alumni, and campus visitors. Community members affect each other's well-being and have a shared interest in creating and sustaining an environment where all community members and their points of view are valued and respected. Affirming the value of each member of the university community, the campus asks that all its members adhere to the principles of civility and community adopted by the campus: [http://civility.utk.edu/](http://civility.utk.edu/)

**Disability**
If you need course adaptations or accommodations because of a documented disability or if you have emergency information to share, please contact The University of Tennessee Office of Disability Services at 100 Dunford Hall (865) 974-6087. This will ensure that you are properly registered for services.

**Dimensions of Diversity**
The College of Social Work and the University of Tennessee welcome and honor all people. In accordance with the U.S. National Association of Social Workers (NASW) and the U.S. Council on Social Work Education (CSWE 2015 Educational Policy Statement), "the
dimensions of diversity as the intersectionality of multiple factors, including age, class, color, culture, mental or physical disability and ability, ethnicity, gender, gender expression, gender identity, immigration status, marital status, national origin, political ideology, race, regionality, religion and spirituality, sex, sexual orientation, and tribal sovereign status. The College values intellectual curiosity, pursuit of knowledge, and academic freedom and integrity. "A person's diverse life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim" (CSWE 2015 Educational Policy Statement). The College of Social Work promotes social justice and social change, and strives to end discrimination, oppression, poverty, and other forms of social injustice.

Course Description
This is a required concentration course. Instruction and supervision in advanced evidence-based social work practice. This course includes an agency-based experience. This practicum is completed concurrently with required and elective concentration coursework.

The focus is on the application of advanced social work knowledge, values, ethics, and skills to the practice setting. Students continue to apply, practice, and integrate foundation course content and progress to integration of advanced content in their chosen concentration. Students are given the opportunity to apply the steps of evidence-based practice to complex direct and indirect practice assignments. Experienced practitioners/field instructors in the agency setting provide instruction, supervision, and support to students to assist them in developing competencies in assessment, intervention, and evaluation of practice.

Course Rationale
The field setting provides a unique learning environment in which the social work profession's knowledge, values, and skills can be observed, learned, and practiced. The concentration field placement is critical to the students' capacity to integrate learning from their foundation coursework and make the transition to advanced practice knowledge and skills. In this setting, students receive continuous evaluative feedback that enables them to refine practice skills and increase self-awareness. Students are able to directly experience cultural diversity and develop skills in culturally affirming practice. Students are also able to directly identify and experience ethical problems and dilemmas and to practice strategies for resolution. The concentration placement prepares students to practice competently and ethically upon graduation from the program.

Course Competencies
Although all students in SW 586 must demonstrate sufficient mastery of the eight course competencies, these competencies are operationalized differently according to concentration. The competencies are listed below by concentration in Evidence-Based Interpersonal Practice (EBIP) or Evidence-Based Management, Leadership, and Community Practice (MLCP).

Evidence-based Interpersonal Practice Concentration Competencies

By the completion of this course, students are expected to be able to:

**EBIP Competency 1 – Assessment** - Demonstrate use of an advanced knowledge base to develop comprehensive and highly individualized client assessments [EPAS 2.1.4, 2.1.5, 2.1.7, 2.1.9, 2.1.10(a)(b)]
**Practice Behavior 1:** Complete comprehensive interpersonal assessments based on advanced knowledge of conceptual frameworks guiding social work practice.

**Practice Behavior 2:** Articulate the specific effects of cultural identities, discrimination and oppression, and social, economic and political contexts on client system functioning, capacities, and opportunities.

**EBIP Competency 2 – Intervention - Select and implement evidence-based methods of intervention.** [EPAS 2.1.3, 2.1.4, 2.1.6, 2.1.10(b)(c)]

- **Practice Behavior 1:** Utilize the steps of evidence-based practice to analyze, select and implement interpersonal practice interventions.
- **Practice Behavior 2:** Analyze and articulate the evidence for the cultural relevance, appropriateness, and efficacy of chosen models of intervention.

**EBIP Competency 3 – Policy - Analyze agency, local, state, federal, and international policies that impact clients and articulate strategies for development and change.** [EPAS 2.1.3, 2.1.8]

- **Practice Behavior 1:** Critically analyze the impact of policies at multiple system levels (organization, local, state, national, international) on agency clients and service delivery.
- **Practice Behavior 2:** Develop and implement with colleagues and clients a strategy to develop, influence, or change a policy that has an impact on agency clients or services.

**EBIP Competency 4 – Leadership - Demonstrate effective leadership, teamwork, and management skills to promote sustainable improvements in service delivery.** [EPAS 2.1.8, 2.1.9]

- **Practice Behavior 1:** Lead and collaborate with teams and manage tasks and timelines to promote program improvement and development.
- **Practice Behavior 2:** Use negotiation, mediation, and advocacy skills in multidisciplinary contexts to improve client services.

**EBIP Competency 5 – Ethics - Demonstrate ethical and professional conduct in accordance with the NASW and IFSW Codes of Ethics and consistently use reasoned strategies to resolve ethical issues.** [EPAS 2.1.1, 2.1.2]

- **Practice Behavior 1:** Recognize, analyze, and resolve ethical dilemmas in the interpersonal practice setting, using the standards set forth by the NASW and IFSW Codes of Ethics and strategies of ethical reasoning.
- **Practice Behavior 2:** Consistently use Professional consultation and supervision related to ethical and cultural issues and professional roles and boundaries and to manage the influence of personal values on professional practice.
EBIP Competency 6 - Practice Evaluation - Use multiple methods to evaluate their own practice with client systems. [EPAS 2.1.3, 2.1.6, 2.1.10(d)]

**Practice Behavior 1:** Mutually develop measurable goals and outcomes with clients in the interpersonal practice setting.

**Practice Behavior 2:** Identify and critically analyze models of evaluation appropriate for the interpersonal practice setting.

**Practice Behavior 3:** Design and implement at least one method of evaluation of practice with clients in the field setting.

EBIP Competency 7 – Advocacy - Advocate for human rights, social and economic justice, and access to services at multiple system levels. [EPAS 2.1.4, 2.1.5]

**Practice Behavior 1:** Comprehensively identify client needs with a particular emphasis on gaps in services and instances of discrimination and oppression.

**Practice Behavior 2:** Engage in advocacy at more than one system level (organizational, local, state, national) to advance human rights, social and economic justice, and client system well-being.

EBIP Competency 8 - Professional Development - Demonstrate the capacity to assess his/her professional knowledge and skills in the field setting, identify deficits, gaps, and areas for growth, and develop a plan for ongoing self-assessment and change for career-long learning. [EPAS 2.1.1, 2.1.3]

**Practice Behavior 1:** Accurately assess his/her professional knowledge and skills as demonstrated in the field setting and identify gaps, deficits, and areas for continued growth.

**Practice Behavior 2:** Develop a structured plan for knowledge and skill development within field and to engage in career-long learning.

Management, Leadership, and Community Practice Competencies

By completion of this course, student will be able to:

MLCP Competency 1 – Assessment - Demonstrate use of an advanced knowledge base to develop comprehensive assessments of client systems, including organizations, communities, and societies. [EPAS 2.1.4, 2.1.5, 2.1.7, 2.1.9, 2.1.10(a)(b)]

**Practice Behavior 1:** Complete assessments of organizations, communities, and client populations using conceptual frameworks and research-based knowledge.

**Practice Behavior 2:** Articulate the effects of cultural, social, economic, and political factors and contexts on system functioning.
MLCP Competency 2 – Intervention - Use the steps of evidence-based practice to select and implement strategies of program development and change. [EPAS 2.1.3, 2.1.4, 2.1.6, 2.1.10(b)(c)]

**Practice Behavior 1:** Use the steps of evidence-based practice to identify and select evidence-based programs for populations served by the field agency.

**Practice Behavior 2:** Analyze and articulate the evidence for the cultural relevance and efficacy of chosen models of intervention.

MLCP Competency 3 – Policy - Analyze agency, local, state, federal, and international policies that impact clients and articulate strategies for development and change. [EPAS 2.1.3, 2.1.8]

**Practice Behavior 1:** Critically analyze the impact of policies at multiple system levels (organization, local, state, federal, international) on the field placement organization and its clients.

**Practice Behavior 2:** Develop and implement with colleagues a strategy to develop or change a policy that has an impact on the organization or a population at-risk served by the population.

MLCP Competency 4 – Leadership - Effectively use leadership, team building, and management skills to promote program development and change. [EPAS 2.1.8, 2.1.9]

**Practice Behavior 1:** Identify the organizational and leadership theories utilized in the field agency and evaluate their appropriateness and efficacy.

**Practice Behavior 2:** Lead and collaborate with teams and manage tasks and timelines in order to promote program and policy development and/or change.

MLCP Competency 5 – Ethics - Demonstrate ethical and professional conduct in accordance with the NASW and IFSW Codes of Ethics and consistently use reasoned strategies to resolve ethical issues. [EPAS 2.1.1, 2.1.2]

**Practice Behavior:** Recognize, analyze, and resolve ethical dilemmas in the practice setting, using the standards set forth by the NASW and IFSW Codes of Ethics and strategies of ethical reasoning.

**Practice Behavior 2:** Consistently use professional consultation and supervision related to ethical and cultural issues and professional roles and boundaries and to manage the influence of personal values on professional practice.

MLCP Competency 6 - Practice Evaluation - Use multiple methods to evaluate program outcomes. [EPAS 2.1.3, 2.1.6, 2.1.10(d)]

**Practice Behavior 1:** Develop measurable program goals and outcomes to reflect the needs of the populations served.
**Practice Behavior 2:** Identify and critically analyze models of evaluation that are relevant to the agency’s needs and programs.

**Practice Behavior 3:** Design and implement at least one method of program evaluation in the field setting.

**MLCP Competency 7 - Advocacy** Student will be able to advocate for human rights, social and economic justice, and access to services at multiple system levels. [EPAS 2.1.4, 2.1.5]

**Practice Behavior 1:** Identify unmet needs, gaps in services, and patterns of discrimination that affect populations served by the field agency.

**Practice Behavior 2:** Engage in advocacy at more than one system level (organizational, local, state, national, international) to advance human rights, social and economic justice, and client system well-being.

**MLCP Competency 8 - Professional Development** Student will demonstrate the capacity to assess his/her professional knowledge and skills in the field setting, identify deficits, gaps, and areas for growth, and develop a plan for ongoing self-assessment and change for career-long learning. [EPAS 2.1.1, 2.1.3]

**Practice Behavior 1:** Accurately assess his/her professional knowledge and skills as demonstrated in the field setting and identify gaps, deficits, and areas for continued growth.

**Practice Behavior 2:** Develop a structured plan for knowledge and skill development within field and to engage in career-long learning.

**Course Outline**
Students enrolled in SW 586 will complete a Learning Plan with their agency field instructors at the beginning of each semester. This individualized learning plan will delineate specific learning experiences and assignments for each course competency. These learning activities will be completed within the field practicum and will comprise the assignments for the course. Although all students in SW 586 must demonstrate mastery of the eight course competencies and related practice behaviors, these competencies are operationalized differently on the specific concentration learning plans. Students should select and complete the Learning Plan specific to their concentration in Evidence-Based Interpersonal Practice (EBIP) or Management, Leadership, and Community Practice (MLCP). This reflects the specialized knowledge and skills associated with each concentration. For example, students in the EBIP concentration will address the assessment competency by completing comprehensive assessments of individual clients, while students in the MLCP concentration will focus on assessment of larger client systems.

Students who are completing certificate programs may also have specific requirements for their field activities that must be integrated into the learning plan. Students in certificate programs may refer to the Certificate Program Field Procedures under MSSW Field Forms on the CSW website for more specific information. Students may also consult with the chair of their certificate program for information about certificate-specific field requirements.
Students in both concentrations will utilize critical thinking and evidence-based practice to guide intervention. The eight competencies also clearly reflect the broad-based micro-macro theme of the curriculum. All students must demonstrate competency in policy practice, advocacy and interventions to promote human rights, social and economic justice.

**Grading Information**

Grading for SW 586 is Satisfactory/No Credit. The Field Coordinator is the course instructor and is responsible for assigning the final grade. In order to receive a Satisfactory grade in SW 586, students must complete the following requirements:

- Complete at least the minimum number of required hours in the agency placement. These hours must be documented on the student’s time sheet in IPT and approved by the Field Instructor. The Field Instructor’s signature signifies approval. SW 586 represents a sequence of advanced field courses requiring a total of 672 placement hours. Students will enroll in SW 586 two or three times according to their plan of study. Specific plans for completion of the required 672 hours must be approved by the student’s Field Coordinator.

- Complete the learning activities listed on their learning plans and enter sufficient information in the column *Evidence of Plan Completion* to document satisfactory completion.

- Receive a rating of at least 3 on every competency practice behavior on the End of Semester Evaluation. This rating is assigned by the Field Instructor.

  In the first semester of placement, a student may receive a rating of 2 on one or more practice behaviors due to insufficient opportunity to practice the skill. If the student receives a 1 on any competency, the student is in jeopardy of receiving a grade of No Credit (NC) for the course. Students are expected to receive a rating of at least 3 on every competency practice behavior at the end of the final semester of SW 586.

- Students are responsible for completing and submitting all field-related documents by the due dates provided to them at the beginning of the semester.

- A student who receives the grade of NC for SW 586 will be dismissed from the MSSW program.