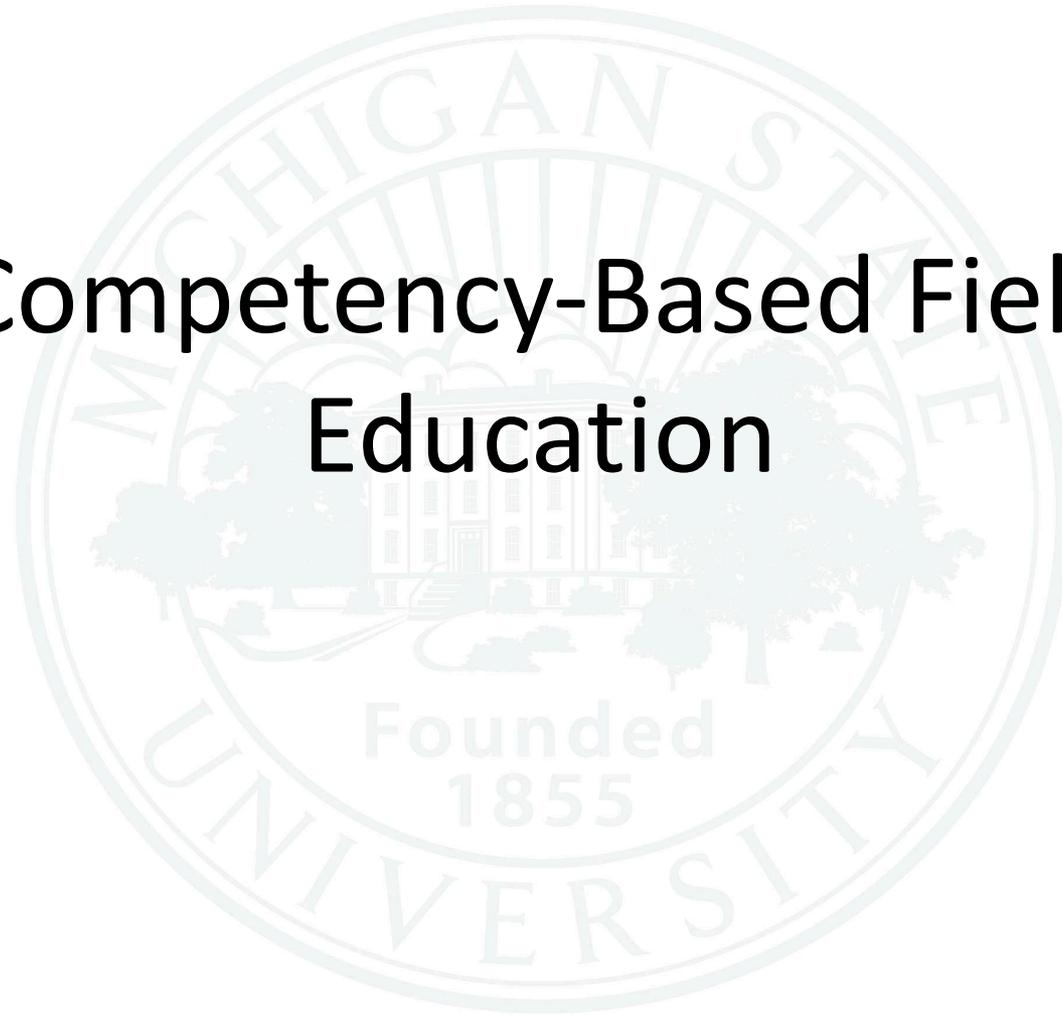


Competency-Based Field Education



Objectives

- Distinguish between content-based and competency-based learning
- Describe 9 core social work competencies
- Identify the field instructor's role in competency-based learning
- Apply content to student case vignettes

Council on Social Work Education

- The Council on Social Work Education (CSWE) is a nonprofit national association which is recognized by the Council for Higher Education Accreditation as the sole accrediting agency for social work education in our country
- Provides guidelines for social work education through its Educational Policy Accreditation Standards (EPAS)
 - Publishes revisions every 7 years
 - Most significant revision occurred in 2008 with a move to competency-based education (CBE)
 - 2015 EPAS is the current set of standards

Robbins, S. P. (2014). From the Editor—Accreditation, competency-based education, and EPAS revisions. *Journal of Social Work Education*, 50:4, 581-586.

What is Competency-Based Education?

Competency-Based

- An outcomes-oriented approach focused on student learning *outcomes*
- Addresses *standards* of student performance of professional functions
- Involves identifying and assessing student's *ability to demonstrate* competencies outlined in the CSWE EPAS

Council on Social Work Education. (2015). *Educational policy and accreditation standards*. Retrieved from <http://www.cswe.org/File.aspx?id=81660>

Traditional/Content-Based

- A methods-oriented approach focused on content and the teaching *process*
- Addresses learning goals and objectives
- Involves assessing student learning with exam/test scores and earning credit for completing course



“Social work competence is the ability to integrate and apply social work knowledge, values, and skills to practice situations in a purposeful, intentional, and professional manner to promote human and community well-being.”

Council on Social Work Education. (2015). Educational policy and accreditation standards. Retrieved from <http://www.cswe.org/File.aspx?id=81660>

Communities Groups
Professional Demonstrate Behavior Environmental
Competency
Ethical Practice
Intervene Research
Advance Research
Evaluate
Policy
Research-informed Rights
Social Human
Difference Justice Economic
Practice-informed
Individuals
Diversity
Assess Families
Engage

- Social workers understand the value base of the profession and its ethical standards, as well as relevant laws and regulations that may impact practice at the micro, mezzo, and macro levels.
- Social workers understand frameworks of ethical decision-making and how to apply principles of critical thinking to those frameworks in practice, research, and policy arenas.
- Social workers recognize personal values and the distinction between personal and professional values. They also understand how their personal experiences and affective reactions influence their professional judgment and behavior.
- Social workers understand the profession's history, its mission, and the roles and responsibilities of the profession.
- Social Workers also understand the role of other professions when engaged in inter-professional teams.
- Social workers recognize the importance of life-long learning and are committed to continually updating their skills to ensure they are relevant and effective.
- Social workers also understand emerging forms of technology and the ethical use of technology in social work practice.

DEMONSTRATE ETHICAL AND PROFESSIONAL BEHAVIOR

- Social workers understand how diversity and difference characterize and shape the human experience and are critical to the formation of identity. The dimensions of diversity are understood as the intersectionality of multiple factors including but not limited to age, class, color, culture, disability and ability, ethnicity, gender, gender identity and expression, immigration status, marital status, political ideology, race, religion/spirituality, sex, sexual orientation, and tribal sovereign status.
- Social workers understand that, as a consequence of difference, a person's life experiences may include oppression, poverty, marginalization, and alienation as well as privilege, power, and acclaim.
- Social workers also understand the forms and mechanisms of oppression and discrimination and recognize the extent to which a culture's structures and values, including social, economic, political, and cultural exclusions, may oppress, marginalize, alienate, or create privilege and power.

ENGAGE DIVERSITY AND DIFFERENCE IN PRACTICE

- Social workers understand that every person regardless of position in society has fundamental human rights such as freedom, safety, privacy, an adequate standard of living, health care, and education.
- Social workers understand the global interconnections of oppression and human rights violations, and are knowledgeable about theories of human need and social justice and strategies to promote social and economic justice and human rights.
- Social workers understand strategies designed to eliminate oppressive structural barriers to ensure that social goods, rights, and responsibilities are distributed equitably and that civil, political, environmental, economic, social, and cultural human rights are protected.

**ADVANCE HUMAN RIGHTS AND SOCIAL,
ECONOMIC, AND ENVIRONMENTAL
JUSTICE**

- Social workers understand quantitative and qualitative research methods and their respective roles in advancing a science of social work and in evaluating their practice.
- Social workers know the principles of logic, scientific inquiry, and culturally informed and ethical approaches to building knowledge.
- Social workers understand that evidence that informs practice derives from multi-disciplinary sources and multiple ways of knowing.
- They also understand the processes for translating research findings into effective practice.

**ENGAGE IN PRACTICE-INFORMED
RESEARCH AND RESEARCH-INFORMED
PRACTICE**

- Social workers understand that human rights and social justice, as well as social welfare and services, are mediated by policy and its implementation at the federal, state, and local levels.
- Social workers understand the history and current structures of social policies and services, the role of policy in service delivery, and the role of practice in policy development.
- Social workers understand their role in policy development and implementation within their practice settings at the micro, mezzo, and macro levels and they actively engage in policy practice to effect change within those settings.
- Social workers recognize and understand the historical, social, cultural, economic, organizational, environmental, and global influences that affect social policy.
- They are also knowledgeable about policy formulation, analysis, implementation, and evaluation.

ENGAGE IN POLICY PRACTICE

- Social workers understand that engagement is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities.
- Social workers value the importance of human relationships.
- Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to facilitate engagement with clients and constituencies, including individuals, families, groups, organizations, and communities.
- Social workers understand strategies to engage diverse clients and constituencies to advance practice effectiveness. Social workers understand how their personal experiences and affective reactions may impact their ability to effectively engage with diverse clients and constituencies.
- Social workers value principles of relationship-building and inter-professional collaboration to facilitate engagement with clients, constituencies, and other professionals as appropriate.

**ENGAGE WITH INDIVIDUALS, FAMILIES,
GROUPS, ORGANIZATIONS, AND
COMMUNITIES**

- Social workers understand that assessment is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities.
- Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in the assessment of diverse clients and constituencies, including individuals, families, groups, organizations, and communities.
- Social workers understand methods of assessment with diverse clients and constituencies to advance practice effectiveness.
- Social workers recognize the implications of the larger practice context in the assessment process and value the importance of inter-professional collaboration in this process.
- Social workers understand how their personal experiences and affective reactions may affect their assessment and decision-making.

**ASSESS INDIVIDUALS, FAMILIES,
GROUPS, ORGANIZATIONS, AND
COMMUNITIES**

- Social workers understand that intervention is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations, and communities.
- Social workers are knowledgeable about evidence-informed interventions to achieve the goals of clients and constituencies, including individuals, families, groups, organizations, and communities.
- Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge to effectively intervene with clients and constituencies.
- Social workers understand methods of identifying, analyzing and implementing evidence-informed interventions to achieve client and constituency goals.
- Social workers value the importance of inter-professional teamwork and communication in interventions, recognizing that beneficial outcomes may require interdisciplinary, inter-professional, and inter-organizational collaboration.

**INTERVENE WITH INDIVIDUALS,
FAMILIES, GROUPS, ORGANIZATIONS,
AND COMMUNITIES**

- Social workers understand that evaluation is an ongoing component of the dynamic and interactive process of social work practice with, and on behalf of, diverse individuals, families, groups, organizations and communities.
- Social workers recognize the importance of evaluating processes and outcomes to advance practice, policy, and service delivery effectiveness.
- Social workers understand theories of human behavior and the social environment, and critically evaluate and apply this knowledge in evaluating outcomes.
- Social workers understand qualitative and quantitative methods for evaluating outcomes and practice effectiveness.

**EVALUATE PRACTICE WITH
INDIVIDUALS, FAMILIES, GROUPS,
ORGANIZATIONS, AND COMMUNITIES**

Field Instructor's Role in CBL

- Engaging through use of relationship
 1. Establish an ***available*** and ***supportive*** relationship
 2. Provide a balance between ***structure*** and ***autonomy*** in practice and learning
 3. Offer an opportunity for student to develop ***reflective*** and ***conceptual*** capacities
 4. Engage in ***observation***, reflective ***discussion*** and ***provision*** of constructive feedback

Bogo, Marion. Achieving Competence in Social Work through Field Education (p. 101). University of Toronto Press. Kindle Edition.

Field Instructor's Role in CBL (cont.)

- Assessment of Competence
 - Assess readiness to engage in practice
 - Assess readiness to advance in practice
- Planning for Competence
 - Co-create a learning agreement each semester
- Evaluation of Competence
 - Evaluate growth and learning
 - Mid-semester evaluation
 - End of semester written evaluation

Field Instructor's Role in CBL (cont.)

- Teaching strategies and approaches
 - Provide theoretical frameworks and explanations for understanding practice
 - Help students use concepts and knowledge they have gained in their practice courses with clients, committees (within and between organizations) and in the community
 - Offer a range of diverse learning activities that include opportunities to observe and be observed



VIGNETTES

