



**Angelo State University**  
**Department of Psychology, Sociology, and Social Work**  
**SWK 3313: Social Work Practice II**

**Course Dates, Time, and Location**

Spring Semester, 2012: January 17, 2012 to May 11, 2012  
Monday, Wednesday, Friday: 11:00 am - 11:50 am  
Academic Building, Room 219

**Instructor Contact Information**

Ingrid A. Russo, M.S.W., LCSW  
Lecturer  
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Office Hours: MWF 10:00 am - 11:00 am  
MWF 12:00 pm - 1:00 pm  
TR 9:00 am - 11:00 am

**Course Description**

The introduction to social work practice with large groups, organizations, and communities, including the use of communication skills, supervision, and consultation. Focuses on engagement, assessment and evaluation, planning for service delivery, implementing empirically based interventions, and evaluating outcomes. Prerequisite: SWK 3309 and SWK 3307

**Course Introduction**

This course is the second in a series of three social work practice courses and continues to lay the foundation for generalist social work practice building on SWK 3309 Social Work Practice I; each social work practice course builds on the other in succession. In accordance with the Educational Policy promulgated by the Council on Social Work Education, the purpose of this course is to provide a foundation for generalist social work practice on the macro (large groups, communities, and organizations) level.

**(The instructor reserves the right to modify this syllabus throughout the semester if necessary.)**

Generalist social work practice is anchored in and applies social work values, ethics, knowledge, and adheres to the mission of the profession focusing on the strengths, capacities, and resources of client systems in relation to the broader social environment (i.e., human behavior in the social environment content). Generalist social work practice uses a general intervention model (i.e., the helping process), based on the knowledge, skills, and values of the social work profession; and includes client engagement; assessment, planning, intervention, evaluation, termination, and follow-up. Students will learn to base evidenced supported interventions on client strengths, capacities, and resources that are designed to help clients overcome personal challenges and resolve personal deficits based on the helping process. Each of the steps in the general intervention model, and their associated activities and processes, are covered in detail in this course as they apply to large groups, organizations, and communities (i.e., direct practice on the exo and macro level). It is important for students to realize that exo and macro practice skills are built upon the micro and mezzo level skills learned in SWK 3309 Social Work Practice I; moreover, this course in combination with SWK 3309 Social Work Practice I form the foundation for SWK 4373 Social Work Practice III.

### **Student Learning Outcomes/Course Competencies: Social Work Knowledge, Values, and Skills**

#### **EP 2.1.1 -- Identify as a professional social worker and conduct oneself accordingly.**

Students will continue to develop their knowledge of professional social work and what it means to be a professional social worker in relationship to social work roles, functions, ethical standards, professional demeanor, the importance of life-long learning, the use of supervision and consultation, self-correction, and professional development. Students will gain knowledge of the professional values of the social work profession and gain skill using social work values and ethics to guide professional activities. Students will build upon their existing skills necessary to identify as professional social workers and conduct themselves accordingly in their behavior, appearance, and communication (written and oral).

#### **EP 2.1.2 -- Apply social work ethical principles to guide professional practice.**

Students will build upon their existing knowledge of the *NASW Code of Ethics* (and other appropriate social work codes of ethics) and their importance in social work practice. Students will recognize and manage personal values in a way that allows professional values to guide practice. Students will begin to learn the skills of applying their professional values to generalist social work practice.

#### **EP 2.1.3 -- Apply critical thinking to inform and communicate professional judgments.**

Students will gain knowledge of what critical thinking is and how it can be applied. Students will learn the value of critical thinking as it relates to scientific inquiry, reasoned discernment, and its importance to competent social work practice. Students will practice their critical thinking skills in written class assignments and discussion.

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**EP 2.1.4 -- Engage diversity and difference in practice.**

Students will gain knowledge of how culture, social organization, and personal values may oppress, marginalize, alienate, or unjustly create power or privilege for certain groups. Students will recognize their own personal values and biases when working with diverse groups in efforts to respect the dignity and worth of every person and promote social justice in practice. Students will gain skills in recognizing and communicating differences between people. They will begin to gain skills in recognizing clients as informants regarding various areas of diversity.

**EP 2.1.5 -- Advance human rights and social and economic justice.**

Students will build knowledge of the forms and mechanisms of oppression and discrimination. Students will apply social work values to advocacy in efforts to promote social and economic justice. Students will learn skills to engage in generalist social work practice that advances social and economic justice.

**EP 2.1.6 -- Engage in research-informed practice and practice-informed research.**

Students will gain knowledge of the social work literature (i.e., research) that can be used to inform generalist social work practice. Students will learn skills to apply practice experience in scientific inquiry. Students will incorporate social work values and ethics in their discussion of research informed practice and practice informed research.

**EP 2.1.7 -- Apply knowledge of human behavior and the social environment.**

Students will gain the knowledge necessary to incorporate human behavior in the social environment across the lifespan to generalist social work practice. Student will learn the skills necessary to apply biological, psychological, and social theories to generalist social work practice. Students will learn the importance of employing social work ethics and the profession's core values to guide their application of human behavior in the social environment to generalist social work practice.

**EP 2.1.9 -- Respond to contexts that shape practice.**

Students will gain knowledge of the dynamic nature of social work practice including the evolving organizational, community, and social context.

**EP 2.1.10 -- Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities.**

Students will gain the knowledge necessary to engage, assess, intervene, and evaluate with large groups, organizations, and communities. Students will apply professional values to generalist practice activities (i.e., engagement, assessment, intervention with, and evaluation of large groups, organizations, and communities). Students will discuss and learn skills necessary to engage, assess, intervene, and evaluate large groups, organizations, and communities.

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## Course Materials

### Required Texts:

Kirst-Ashman, K. K., & Hull, G. H. (2012). *Generalist practice with organizations and communities* (5<sup>th</sup> ed.). Belmont, CA: Brooks/Cole. ISBN: 978-0-8400-3374-1

Kirst-Ashman, K. K. & Hull, G. H. (2012). *Practice behaviors workbook*. Belmont, CA: Brooks/Cole. ISBN: 978-0-8400-3463-2

American Psychological Association. (2010). *Publication manual of the American Psychological Association* (6<sup>th</sup> ed.). Washington, DC: Author. ISBN: 978-1-4338-0561-5

*NOTE: All assignments submitted in this course are to be written in strict accordance with the Publication Manual of the American Psychological Association (6<sup>th</sup> ed.).*

## Grading Information

### Grading Scale:

- 90 – 100 = A
- 80 – 89 = B
- 70 – 79 = C
- 60 – 69 = D
- 59 or Below = F

### Point Values and Description for Assignments and Examinations:

Professional Performance 10%

This is relevant to attendance and engaging in class activities, including frequency and quality.

- PB1 Advocate for client access to the services of social work.
- PB2 Practice personal reflection and self-correction to assure continual professional development.
- PB3 Attend to professional roles and boundaries.
- PB4 Demonstrate professional demeanor in behavior, appearance, and communication.
- PB7 Recognize and manage personal values in a way that allows professional values to guide practice.
- PB10 Apply strategies of ethical reasoning to arrive at principled decisions.
- PB11 Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.

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## Examinations

40%

There will be four (4) online, open book, multiple attempt (no more than three attempts), timed, examinations in this course. Each of these examinations is worth 10% of your total course grade. You will take each of these examinations via Blackboard using the Respondus LockDown browser.

- PB5 Engage in career-long learning.
- PB6 Use supervision and consultation.
- PB8 Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles.
- PB9 Tolerate ambiguity in resolving ethical conflicts.
- PB10 Apply strategies of ethical reasoning to arrive at principled decisions.
- PB11 Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.
- PB12 Analyze models of assessment, prevention, intervention, and evaluation.
- PB18 Understand the forms and mechanisms of oppression and discrimination.
- PB20 Engage in practices that advance social and economic justice.
- PB22 Use research evidence to inform practice.
- PB23 Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.
- PB24 Critique and apply knowledge to understand person and environment.
- PB29 Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.
- PB30 Use empathy and other interpersonal skills.
- PB31 Develop a mutually agreed-on focus of work and desired outcomes.
- PB32 Collect, organize, and interpret client data.
- PB33 Assess client strengths and limitations.
- PB34 Develop mutually agreed-on intervention goals and objectives.
- PB35 Select appropriate intervention strategies.
- PB36 Initiate actions to achieve organizational goals.
- PB37 Implement prevention interventions that enhance client capacities.
- PB38 Help clients resolve problems.
- PB39 Negotiate, mediate, and advocate for clients.
- PB40 Facilitate transitions and endings.
- PB41 Critically analyze, monitor, and evaluate interventions.

## Practice Behaviors Workbook Assignments

30%

Each student will complete assigned chapters from the Practice Behavior Workbook. These assignments are designed to help students apply the knowledge learned in class, and also act as a measure of certain practice behaviors.

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- PB2 Practice personal reflection and self-correction to assure continual professional development.
- PB6 Use supervision and consultation.
- PB13 Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.
- PB14 Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.
- PB23 Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.
- PB27 Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.
- PB28 Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.
- PB29 Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.
- PB30 Use empathy and other interpersonal skills.
- PB31 Develop a mutually agreed-on focus of work and desired outcomes.
- PB32 Collect, organize, and interpret client data.
- PB33 Assess client strengths and limitations.
- PB34 Develop mutually agreed-on intervention goals and objectives.
- PB35 Select appropriate intervention strategies.
- PB36 Initiate actions to achieve organizational goals.
- PB38 Help clients resolve problems.
- PB39 Negotiate, mediate, and advocate for clients.
- PB40 Facilitate transitions and endings.
- PB41 Critically analyze, monitor, and evaluate interventions.

Assessment of an Organization

20%

Each student will conduct an assessment of an organization using one of the formats presented in your textbook, which we will discuss in class. You can pick any organization of your choice, as long as it provides social work services.

Plagiarism is the presentation of someone else's information as though it were your own. If you use the words or ideas of another person; or if you use material from any source--whether a book, journal, magazine, newspaper, business publication, broadcast, speech, electronic media, or any other source--you must acknowledge that source. Plagiarism on the term paper will result in the student not receiving credit for her/his term paper.

- PB7 Recognize and manage personal values in a way that allows professional values to guide practice.
- PB8 Make ethical decisions by applying standards of the National Association of Social Workers Code of Ethics and, as applicable, of the International Federation of Social Workers/International Association of Schools of Social Work Ethics in Social Work, Statement of Principles.

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- PB9 Tolerate ambiguity in resolving ethical conflicts.
- PB10 Apply strategies of ethical reasoning to arrive at principled decisions.
- PB11 Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom.
- PB12 Analyze models of assessment, prevention, intervention, and evaluation.
- PB13 Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.
- PB14 Recognize the extent to which a culture's structures and values may oppress, marginalize, alienate, or create or enhance privilege and power.
- PB20 Engage in practices that advance social and economic justice.
- PB23 Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation.
- PB27 Continuously discover, appraise, and attend to changing locales, populations, scientific and technological developments, and emerging societal trends to provide relevant services.
- PB28 Provide leadership in promoting sustainable changes in service delivery and practice to improve the quality of social services.
- PB29 Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities.
- PB35 Select appropriate intervention strategies.
- PB36 Initiate actions to achieve organizational goals.
- PB41 Critically analyze, monitor, and evaluate interventions.

### Course Policies

- Please do ask questions that are relevant to the course and feel free to utilize my office hours. I am here to help you and I want you to succeed.
- Classroom attendance and participation is necessary and expected. Students are responsible for understanding Angelo State University's Class Attendance Regulations, which is available on the web at: [http://www.angelo.edu/forms/pdf/2010-2011\\_Undergraduate\\_Catalog.pdf](http://www.angelo.edu/forms/pdf/2010-2011_Undergraduate_Catalog.pdf)
- All students are expected to follow the National Association of Social Workers [\*Code of Ethics\*](#).
- Angelo State University expects its students to maintain complete honesty and integrity in their academic pursuits. Students are responsible for understanding the Academic Honor Code, which is available on the web at: [http://www.angelo.edu/forms/pdf/Honor\\_Code.pdf](http://www.angelo.edu/forms/pdf/Honor_Code.pdf)
- Make-up examinations will be considered on a case by case basis and will only be allowed for university approved absences.
- Late assignments are not accepted for any reason unless the reason is approved by the course instructor.

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- Electronic devices, including cell phones, Blackberries, laptops, and so forth, are not to be turned on or used in class. If the use of these devices is detected by the course instructor, the particular student using the device will be asked to leave the class for that day.

### Persons with Disabilities

Persons with disabilities which may warrant academic accommodations must contact the Student Life Office, Room 112 University Center, in order to request such accommodations prior to their being implemented. You are encouraged to make this request early in the semester so that appropriate arrangements can be made. Additional information can be found at:

[http://www.angelo.edu/services/student\\_life/disability.html](http://www.angelo.edu/services/student_life/disability.html)

### Course Schedule

Week/Dates	Lecture Topics/Readings/Assignments
Week 1 1/17-1/20	<p><b>Course Introduction</b></p> <p>Reading: Chapter 1 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Introduction to Generalist Practice with Organizations and Communities</p> <p><b>Assignment: Practice Behaviors Workbook Chapter 1 Exercises</b></p>
Week 2 1/23-1/27	<p>Reading: Chapter 2 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Using Micro Skills in the Micro Environment</p> <p><b>Assignment: Practice Behaviors Workbook Chapter 2 Exercises</b></p>
Week 3 1/30-2/3	<p>Reading: Chapter 3 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Group Skills for Organizational and Community Change</p> <p><b>Assignment: Practice Behaviors Workbook Chapter 3 Exercises</b></p>
Week 4 2/6-2/10	<p>Reading: Chapter 4 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Understanding Organizations</p> <p><b>Assignment: Practice Behaviors Workbook Chapter 4 Exercises</b></p>

*Course Schedule Continued on the Next Page*

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<p>Week 5 2/13-2/17</p>	<p>Reading: Chapter 5 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: PREPARE: Decision Making for Organizational Change</p> <p>Assignment: Practice Behaviors Workbook Chapter 5 Exercises</p> <p>Exam 1: Chapters 1-4, 2/13/2012 to 2/17/2012</p>
<p>Week 6 2/20-2/24</p>	<p>Reading: Chapter 6 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: IMAGINE-How to Implement Macro Intervention: Change Agency Policy</p> <p>Assignment: Practice Behaviors Workbook Chapter 6 Exercises</p>
<p>Week 7 2/27-3/2</p>	<p>Reading: Chapter 7 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: IMAGINE-Project Implementation and Program Development</p> <p>Assignment: Practice Behaviors Workbook Chapter 7 Exercises</p>
<p>Week 8 3/5-3/9</p>	<p>Reading: Chapter 8 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Understanding Neighborhoods and Communities</p> <p>Assignment: Practice Behaviors Workbook Chapter 8 Exercises</p> <p>Exam 2: Chapters 5-7, 3/5/2012 to 3/9/2012</p>
<p>Week 9 3/19-3/23</p> <p>3/12-3/16 is Spring Break</p>	<p>Reading: Chapter 9 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Macro Practice in Communities</p> <p>Assignment: Practice Behaviors Workbook Chapter 9 Exercises</p>
<p>Week 10 3/26-3/30</p>	<p>Reading: Chapter 10 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Evaluating Macro Practice</p> <p>Assignment: Practice Behaviors Workbook Chapter 10 Exercises</p>
<p>Week 11 4/2-4/6</p>	<p>Reading: Chapter 11 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Advocacy and Social Action with Populations-At-Risk</p> <p>Assignment: Practice Behaviors Workbook Chapter 11 Exercises</p> <p style="text-align: right;"><i>Course Schedule Continued on the Next Page</i></p>

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<p>Week 12 4/9-4/13</p>	<p>Reading: Chapter 12 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Ethics and Ethical Dilemmas in Macro Practice</p> <p>Assignment: Practice Behaviors Workbook Chapter 12 Exercises</p> <p>Exam 3: Chapters 8-11, 4/9/2012 to 4/13/2012</p>
<p>Week 13 4/16-4/20</p>	<p>Reading: Chapter 13 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Working with the Courts</p> <p>Assignment: Practice Behaviors Workbook Chapter 13 Exercises</p> <p>Assessment of Organization Due by 4/20/2012</p>
<p>Week 14 4/23-4/27</p>	<p>Reading: Chapter 14 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Developing and Managing Agency Resources</p> <p>Assignment: Practice Behaviors Workbook Chapter 14 Exercises</p>
<p>Week 15 4/30-5/4</p>	<p>Reading: Chapter 15 (Kirst-Ashman &amp; Hull)</p> <p>Lecture Topic: Stress and Time Management</p> <p>Assignment: Practice Behaviors Workbook Chapter 15 Exercises</p>
<p>Week 16 5/7-5/11</p>	<p>Exam 4: Chapters 12-15, 5/6/2012 to 5/8/2012</p>