

The
University
of Akron



**University of Akron
School of Social Work
Child Welfare
University Partnership
Program Manual**

THE UNIVERSITY OF AKRON
DEPARTMENT OF SOCIAL WORK
CWWPEP/UPP MANUAL

University Partnership Program

The University of Akron
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Akron, Ohio 44325

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Table of Contents

I.	The Department of Social Work UPP/CWWPEP Overview	4
	Requirements for students	6
II.	Responsibilities and Functions of UPP	8
	UPP Coordinator	8
	Agency	9
	Field Supervisor	10
	Student	10
III.	UPP Student Application	12
IV.	Curriculum	15
	General education requirements	15
	Acceptance as a social work major	16
	Recommended sequence of courses	16
	Child welfare courses	17

I. The School of Social Work Child Welfare University Partnership Program Overview

Explanation of UPP/CWWPEP

(University Partnership Program or Child Welfare Workforce Professional Education Program)

An Introduction to the Title IV-E Child Welfare Traineeship Program/CWWPEP

History

In the mid-1990's, a group of public and private universities came together with the Ohio Department of Job and Family Services, local County Children Service Agencies and the Institute for Human Services, to develop a proposal. The proposal described a program to educate students interested in the practice of child welfare and prepare them for jobs in county Children Service Agencies. The proposed preparation experiences were based on a series of competencies (knowledge and skill groups) considered to be fundamental to the practice of child welfare. This unprecedented "University Partnership" was successful in establishing a plan which formed the foundation of the CWWPEP. Forty other states have established similar programs and thousands of social workers have found rewarding careers in child welfare as a result of this educational opportunity (Layne, n.d.).

University Partnership

(http://www.pcsao.org/univ_partnership.htm)

The University Partnership is a unique partnership among the ODJFS, the public Schools of Social Work in Ohio, Institute for Human Services, PCSAO, and the PCSA's. Students in BSW and MSW programs take special Child Welfare courses, complete a field placement in a PCSA, and receive partial tuition reimbursement after accepting a casework position in a PCSA in Ohio upon graduation. Those who complete the program may not have to take the required CORE training all other new child welfare workers must complete the first year of employment. The purpose of the University Partnership program (also referred to as CWWPEP) is to positively influence recruitment and retention in public child welfare. Studies show that those going through a program as U/P, stay longer and are more satisfied than those who did not complete such a program prior to employment.

The University Partnership Program provides financial support to social work students at selected universities who are interested in pursuing a career in child welfare. The program now includes seven public universities in Ohio: Ohio State University, University of Akron, Ohio University, Wright State University, University of Cincinnati, University of Toledo, and Cleveland State University. All programs are at the BSW level. Senior students in the program are required to have a field placement in a public child welfare agency, complete the standardized two-course curriculum sequence, and work one year at an Ohio PCSA for each year in the University Partnership program. Some universities also offer a junior year program that does not have a standardized program. During the 2006-2007 academic year, a total of 72 students participated in the University Partnership Program.

Funding

Funding for the UPP/CWWPEP is provided by Title IV-E of the Social Security Act.

Ohio's UNIVERSITY PARTNERSHIP PROGRAM (UPP) "In a Nutshell"

Our Shared Vision for Caseworkers

In the future, we hope that all Ohio Public Children Service Association (PCSA) caseworkers will:

- have MSW degrees and be considered the best trained and educated child welfare workers in the nation
- be competent, satisfied career professionals who continue to be enthusiastic, creative, and respected for their work
- work in supportive agencies with excellent supervision that provides personal reward and incentives that focus on the career line social worker
- be advocates empowered to coach and mentor children and families based on best practice standards

Our Shared Draft Mission Statement for the UPP

The mission of the UPP is to develop creative child welfare leaders, policy makers, managers, and direct service practitioners who have the capacity for critical thinking and to promote best practice and highest quality service to children, families, and communities. The UPP accomplishes this through the coordinated and integrated provision of quality social work education and training.

Objectives of the UPP in Support of Ohio's Public Children Services System

Include:

- ensuring that, in accordance with Ohio House Bill 448, all newly hired caseworkers shall achieve or shall have achieved, within five years of employment, an undergraduate or graduate degree in a job-related human services field
- reducing staff turnover in public child welfare agencies
- maximizing the expenditure of in-service training resources
- creating career ladders and ongoing professional development

Requirements for Student Participation in the UPP

1. Successful completion of two specialized, standardized child welfare courses and a year long field placement in an Ohio PCSA
2. Graduation from a participating university
3. Employment in an Ohio PCSA within 180 days of graduation
4. Continued employment in an Ohio PCSA in fulfillment of the UPP student contract

UPP Student Reimbursement Assistance and Employment Requirements

Upon completing all UPP program requirements, UPP graduates are eligible to receive total or partial tuition and mandatory fees reimbursement for up to two years of participation in the UPP. During the current year while in the program, UPP students are eligible for \$5,000 for each year of their participation up to a maximum of two years.

Waiver of Core Training

Required social work courses and the two child welfare courses and internship in a PCSA that must be successfully completed by UPP graduates have been deemed by the UPP planning committee to provide all the competencies equivalent to those in Caseworker Core with the exception of the legal aspects Core module. UPP students at some universities take the legal aspects module at an RTC before graduation. UPP graduates who have not completed the legal aspects Core module must do so in their first year of employment at a PCSA.

Ohio House Bill 95 stipulates therefore that PCSA directors who hire UPP graduates **MAY** waive the required first year Core training requirements.

Summary: How Does UPP Work?

J.E. Layne at WSU (personal communication, August, 2007)

1. **How does this traineeship work?** Once students earn their BSW degrees, they have agreed to work for at least one (1) year in an Ohio public child welfare agency; once they are successfully hired at such an agency, they will receive partial tuition and fee reimbursement. (If they do not complete this year, they are required to pay back the reimbursed funds.)
2. **What are the benefits of this program?**
 - A work incentive (\$5,000 after secure employment with PCSAO agency)
 - Specialized course work & training in child welfare (Core training and additional seminars)
 - “Fast-tracking” to full-time employment in child welfare upon graduation
 - Individualized attention & mentoring by UA Title IV-E coordinator & field instructors
 - Early exposure to the field of child welfare
3. **What are the course requirements & responsibilities for the student?**
 - Child welfare courses Fall and Spring Semester
 - Field practicum in a public child welfare agency in Ohio
 - Motivation & enthusiasm to serve vulnerable families from diverse backgrounds
4. **Which fees are NOT covered by this stipend?** At the time of this writing, health insurance mandated by UA is NOT covered. (Tuition & fee reimbursement information may change for next year.)
5. **How do students apply for this traineeship?** Complete an application, including an essay describing your interest in working in child welfare. You will also need to interview with the Title IV-E Coordinator or Field Agency staff following review of the application.

II. Responsibilities and Functions

Adapted: WSU & OSU (personal communication, August, 2007)

The University Partnership Program Campus Coordinator (UPPCC) has the following responsibilities:

- A. To screen students making application for the University Partnership Program and practicum.
- B. To provide students with information about placement opportunities with county public child welfare agencies.
- C. To provide public child welfare agencies with information about particular students.
- D. To match students with public child welfare agencies keeping the interests and needs of both in mind.
- E. To maintain ongoing contact with students and public child welfare agencies during placement and arbitrate issues that may arise where either agency or student is experiencing difficulty, and to make and carry out decisions to remove students when necessary.
- F. To plan and conduct a meeting in which students participate during practicum at specified intervals.
- G. Work collaboratively with the Field Coordinator to keep students and field supervisors aware of all dates and related expectations that effect practicum. This includes dates, times, and location of seminars, dates evaluations are due, etc.
- H. To assign grades based on final evaluations, logs, participation in seminars, and/or other clearly specified criteria.
- I. To provide assistance as deemed appropriate, to the faculty-field liaison, field supervisor, agency, and/or student upon request.
- J. To identify and evaluate public child welfare agencies as potential practicum settings for students.
- K. To work collaboratively with the Field Coordinator to plan and implement orientation and a semester seminar for field supervisors.
- L. To carry out other duties as identified as being related to practicum.
- M. To assess student's performance/process during semester visits to agency, including the assessment of at least one observation of a student activity in the agency.
- N. To maintain ongoing contact with UPP students and agencies and arbitrate issues that may arise between them.

- O. To keep the chair of the social work department apprised of any major problems.
- P. To notify the chair of the social work department whenever arbitration necessitates intervention.
- Q. To meet individually with each UPP student to assess progress per semester.
- R. To meet each semester with the UPP state coordinator.
- S. To prepare certification letters for students, agencies, and the Regional Training Center upon request.
- T. To attend state-wide meetings connected to the UPP, such as the evaluation and junior curriculum committees.
- U. Meet at least each semester with the instructors of the child welfare courses.
- V. Assist students in obtaining employment with a county child welfare agency.

The Agency has the following responsibilities:

- A. To provide learning experiences that adhere to the Social Work Program's purpose and outcomes.
- B. To provide the supervisory/instructional personnel to ensure quality learning experiences for students, that is, to select a person with a BSW from an accredited school of social work and a minimum of two years of supervisory experience. (Exceptions must be arranged with the UPP Campus Coordinator)
- C. To provide opportunities to work with members of different ethnic groups.
- D. To provide adequate space and supplies for students.
- E. To prepare the agency personnel for the arrival of student(s).
- F. To participate in the selection of student(s) assigned to agency, including interviewing student(s) prior to placement and submitting forms indicating acceptance or non-acceptance.
- G. To provide learning experiences that insures student's direct involvement with clients in a manner consistent with Practicum course outcomes, professional social work practice, and the NASW Code of Ethics.
- H. To provide learning experiences that expose students to the total operation of the agency.

The Field Supervisor has the following responsibilities:

- A. To assist students with developing the learning/contract activities of the students that ensure achievement of the nine filed outcomes.
- B. To meet with students once a week for instructional conference and at other times as needed.
- C. To complete the mid-point and end of the semester evaluations.
- D. To serve as a professional role model for the students.
- E. To attend orientation and special meetings convened for field supervisors.

Students have the following responsibilities:

- A. To be present at the agency during the times arranged for the practicum. If, for any reason, the student is unable to adhere to the designated dates and/or times, the student is to immediately notify their field supervisor and the UPP Campus Coordinator.
- B. To make and comply with arrangements made to cover any missed time.
- C. Follow the field practicum guidelines for clock hours during placement.
- D. To conduct themselves in a responsible and professional manner at all times while carrying out the assigned duties of the agency. This includes promptness, neatness in personal appearance, and working cooperatively with other staff members.
- E. To respect the rights of clients and conform to the agency rules to protect those rights, particularly with regard to confidentiality of case material and other information the student may have access to because of the practicum assignment.
- F. To work within the framework of the agency established by its policies and procedures.
- G. To attend each scheduled practicum seminar which occur each week during each semester of practicum.
- H. To attend and receive a grade of "C" or higher in the two child welfare courses required of all UPP students.
- I. Attempt to attend at least one day of UPP workshops at the annual Public Children Services Association of Ohio.
- J. To actively participate in case assignments (individual, family and group work), conferences, and all other activities deemed appropriate by the agency.

- K. To be part of the learning experience, doing each assignment to the best of his/her ability.
- L. To keep a log of the actual hours in practicum and be able to document that the total hours required have actually been fulfilled.
- M. To keep the UPP Campus Coordinator aware of any problems he/she is concerned about and/or is unable to resolve in cooperation with the field supervisor.
- N. To not make initial contacts with agencies regarding practicum placement possibilities, without the specific permission of the UPP Campus Coordinator.
- O. To complete all expectations, contractual agreements, and assignments that are defined as part of the practicum experience.
- P. To meet all the obligations the student has to the University, agency, and clients.
- Q. Complete additional bi-weekly seminars with UPP coordinator and other UPP students.
- R. Adhere to the NASW Code of Ethics (<http://www.socialworkers.org/pubs/code/code.asp>)

UPP Application 1

CHILD WELFARE UNIVERSITY PARTNERSHIP PROGRAM APPLICATION

2016-2017

The University of Akron



Return Application and Two Reference Letters to:

Melissa K. McCollister, MSW, Ph.D. CWUPP Campus Coordinator
The University of Akron, School of Social Work
410 Polsky Building
Akron, Ohio 44325-8001
330.972.5287 mkm12@uakron.edu

Application for (check one)

- Junior Program
- Senior/ MSW Program

UPP Eligibility Criteria:

- ___ Social Work Major
- ___ Eligible to Begin Field in Fall ___ Spring ___
- ___ Conference with UPP Campus Coordinator
- ___ Completions of "Shadowing Experience"/Tour at PCSA*

UPP Admission Date _____

UPP Application 2

**CHILD WELFARE UNIVERSITY PARTNERSHIP PROGRAM APPLICATION
2016-2017**

University Student ID		
Student Name		
Permanent Address		
City		
State, Zip Code		

Permanent Phones	
Day	
Evening	
Cell	

Local Address		
City		
State, Zip Code		

Local Phones	
Day	
Evening	
Cell	

UPP Application 3

Email			
University			
Other			
Current Year in School			
MSW, Degree	<input type="checkbox"/> Yes <input type="checkbox"/> No	If MSW, date of graduation from Undergraduate Degree	
Current GPA	Overall		Social Work

Optional – For Statistical Purposes Only

Date of Birth _____
Race _____
Ethnicity _____
Gender _____

Application Deadline		Date Application Received	
Student Admitted to UPP	<input type="checkbox"/> Yes <input type="checkbox"/> No		
Number of Years in UPP Prior to Current Involvement			

University Partnership/ Title IV-E Child Welfare Training Program Field Agency Preference Form

If accepted into this program, we will do our best to match you with your preferred field agency, according to your interests and distance from your residence during the academic year. Below are several Ohio Children Services Boards that offer field placements. While many students prefer to stay within Summit County, this agency may not be able to provide placements to all of the UPP students. Thus, it is important to rate at least 3-5 agencies. Please indicate your level of interest in each of the agencies, rating it from 1= Most interest to 10= Least interest.

Ashland Co CSB _____ Stark Co CSB _____ Trumbull Co CSB _____
 Geauga Co CSB _____ Summit Co CSB _____ Wayne Co CSB _____
 Medina Co CSB _____ Other County CSB _____

****This page of your application will not be shared with prospective field agencies.***

Field Placement								<i>*To Be Completed By Coordinator</i>							
Field Agency								Field Instructor							
Address															
City				State				County				Zip Code			
Phone								Cell							
Fax								Other							

Educational History			
College Attended	Dates of Attendance	Degree Received	Date of Graduation

UPP Application 5

Previous Field Experience			
Agency	Dates of Experience	Duties	Supervisor

Current and Previous Child Welfare Experience			
Agency	Dates of Experience	Duties	Supervisor

Do You Receive Financial Aid?	<input type="checkbox"/> Yes
	<input type="checkbox"/> No

Academic Awards, Scholarships, Publications, & Presentations		
Title of Academic Awards, Scholarships, Publications, & Presentations	Description of Academic Awards, Scholarships, Publications, & Presentations	Date

UPP Application 6

Current Employment History				
Place of Employment	Job title	Duties	Dates of Employment	Work Days & Hours
History of Employment with PCSA			<input type="checkbox"/> Yes <input type="checkbox"/> No	

***Attach Resume to Application**

Volunteer/ Community Service Experience During the Past Two Years					
Agency	Dates of Service	Duties	Agency Address	Supervisor	Phone

References			
Name	Agency	Address	Phone

***See Attached Reference Forms**

Languages Spoken Fluently	

Transportation			
Do you have a reliable car with insurance?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
Automobile Insurance Company			
Are you willing to transport clients as part of field placement?		<input type="checkbox"/> Yes <input type="checkbox"/> No	
Driver's License Number			
Automobile	Make		License Number

UPP Application 8

Physical Conditions, Family Responsibilities, or Work Commitments that require Special Consideration- Please Explain

Applicants Please Note: All child serving agencies are mandated by law to conduct criminal background checks, fingerprinting, and drug screening on all students serving in internships or field placements and all new employees. Students applying for UPP are hereby notified that having a felony conviction or sanctions for unprofessional conduct will impact potential for obtaining field placement as well as social work licensure and future employment as a social worker. Previous family involvement with PCSA may impact potential for obtaining field placement and employment at some PCSAs. Driving records that include moving violations and driving under the influence may impact potential for obtaining field placement and employment at some PCSAs due to the necessity of transporting clients.

The University of Akron

Child Welfare University Partnership Program Field Placement Disclosure Form

Field Placement has as its purpose the opportunity for students to integrate classroom theory with client systems practice and to develop professional identity and skills. Practice takes place in a broad range of social service settings. The market of available placement positions is limited, and agencies are highly selective of the students they accept. Some agencies require and execute background checks for misconduct, such as felony convictions or documented violations of the national Association of Social Workers code of Ethics.

The University of Akron, School of Social Work requires each field applicant to sign this disclosure form. This form allows the School to inform a student's prospective field agencies of current or past felonious convictions; or other disciplinary procedures or other misconduct in violations of institutions where the individual may have attended; or other misconduct in violation of the NASW Code of Ethics. Agencies need this information in order to accept you as a student.

Please sign this form and submit it with your Child Welfare University Partnership Program Field Application. No application will be processed without this form.

I hereby grant permission for The University of Akron, School of Social Work' Child Welfare University Partnership Program to notify any agency to which I apply as a field student of my current or past documented felony conviction, criminal misbehavior, or other misconduct in violation of the NASW Code of Ethics. I further attest that I have discussed with the officials of The University of Akron Child Welfare University Partnership Program any current and /or previous criminal background information, which is inclusive of moving violations, misdemeanors, and felony charges and convictions.

Print Name: _____

Signature: _____

Date: _____



***Counselor, Social Worker & Marriage
and Family Therapist Board***

50 West Broad Street, Suite 1075
Columbus, Ohio 43215-5919
614-466-0912 & Fax 614-728-7790

<http://cswmft.ohio.gov> & cswmft.info@cswb.state.oh.us

CRIMINAL RECORDS CHECK REQUIRED FOR INITIAL LICENSURE

Section 4757.101 of the Ohio Revised Code requires all individuals applying for a license issued by the CSWMFT Board (Board) to submit fingerprints for a criminal records check completed by the Ohio Bureau of Criminal Identification and Investigation (BCI) and the Federal Bureau of Investigation (FBI). This applies to applicants for PC, PCC, CT, LSW, LISW, SWA, SWT, MFT, IMFT and all TEMPs.

Applicants residing in Ohio are required to utilize "WebCheck", Ohio's electronic fingerprint system, to electronically submit their fingerprints to BCI. The Board will typically receive the results of a criminal records check submitted via "WebCheck" within 7 to 10 business days. In addition to the \$22 BCI fee and \$24 FBI fee, the electronic fingerprinting company/agency will charge its own fee to process the fingerprints.

Since the law requires applicants for licensure to submit a criminal records check completed by both BCI and FBI, you **must** use the services of a "WebCheck" vendor that participates in the "National WebCheck." The Sheriff's offices in most Ohio counties participate in the "National Web Check." A list of other "WebCheck" vendors in Ohio, arranged by county, is available online at:

<http://www.aq.state.oh.us/business/fingerprint/data/index.asp>

When locating an electronic fingerprinting site on this web page, please note that you must use the services of a vendor that has (BCI & FBI) listed after the vendor's name. Only these entities participate in "National WebCheck." The Board does not endorse or recommend any specific electronic fingerprinting company/agency.

You need both the BCI and FBI criminal records check for each initial license type. By law, the Board cannot complete the processing of your application until it receives the background check reports from both the BCI and FBI.

Steps for "WebCheck"

1. Identify a "WebCheck" vendor that participates in the "National WebCheck."
 2. Submit your fee directly to the "WebCheck" vendor. **DO NOT SEND YOUR FINGERPRINTS OR FEE TO THE BOARD.**
 3. Request that the criminal records check results from both the BCI and FBI be sent directly to:
Counselor, Social Worker & Marriage and Family Therapist Board
50 West Broad Street, Suite 1075
Columbus, Ohio 43215-5919
- Results must be mailed from BCI to CSWMFT BD**
4. List the reason for fingerprinting as: "Required for licensure per ORC 4757.101. and Volunteer for Children's Act"
 5. Write clearly in black ink, as unreadable cards will be rejected. Do not alter the card or boxes.

Instructions for Individuals Residing Outside of Ohio

Individuals residing outside of Ohio must contact the Board at 614-466-0912 or cswmft.info@cswb.state.oh.us to request the appropriate forms. The Board will mail the forms needed for your fingerprints to be processed at your local law enforcement agency.

CHILD WELFARE UNIVERSITY PARTNERSHIP PROGRAM REFERENCE
2016-2017
The University of Akron, School of Social Work



Return Application and Two Reference Letters to:

Melissa K. McCollister, MSW, Ph.D. CWUPP Campus Coordinator
The University of Akron, School of Social Work
410 Polsky Building
Akron, Ohio 44325-8001
330.972.5287 mkm12@uakron.edu

To the Applicant: Please provide the information requested in number 1, 2, & 3, and then give this form to the recommender.

1. Name of Applicant: _____
Last First Middle

2. Read the statements below and sign on the line that reflects your choice.

- The Family Education Rights and Privacy Act of 1974 entitle students to have access to the references in their permanent record at The University of Akron. The applicant may waive this right of access, in which case the reference will be considered by The University of Akron and will not be available to the student. The reference will, also, be shared with the county child welfare agency.

• _____ I do not waive my right to access to this reference letter.

Applicant Signature _____

- If you wish to waive your right to access to this reference, sign your name on the line below the following statement:
I, the undersigned, hereby waive all rights or privileges provided by Public Law 93-380 to inspect or challenge the content and comments appearing in this reference. I agree that the observations made in this reference should be confidential between the writer, The University of Akron, and the designated county – Children’s Services agency.

_____ I waive my right to access to this reference.

The University of Akron, School of Social Work

UPP Application 12

Applicant Signature _____

3. Name of Recommender: _____

To the Recommender: The person requesting this reference letter is a student at The University of Akron, School of Social Work who has applied for the Child Welfare University Partnership Program. This means that the student will be using social work education to prepare for employment in an Ohio public child welfare agency. Candidates for UPP are chosen jointly by The University of Akron and a representative from Children's Services in the county where the student is applying for a field placement. Some benefits are available to students who successfully complete the social work program and obtain employment in a public child welfare agency. Child welfare work is quite challenging. We are asking for reference letters to help us determine if the student's strengths and abilities are a good match for the demands of public child welfare work. Your letter may be shared with the county agency as part of establishing the student field placement.

Student: _____

Recommender: _____

Please include in your letter the following information:

How long and in what capacity have you known the student?

- Student's ability to learn new concepts
- Student's ability to learn new job related tasks
- Student's ability to organize when there are many tasks to complete
- Student's dependability
- Student's skill level related to taking initiative
- How student gets along with supervisors and co-workers
- Student's ability to relate to people from diverse backgrounds.

Please describe what you believe to be the student's major strengths and any areas that may be deficient.

Recommender's Signature

Date

Recommender's Name (Type or Print)

Position or Title

Recommender's Phone Number

Personal Statement

1. What is your understanding of the duties and responsibilities of a public child welfare worker?
2. What is it about child welfare and /or child protective services that attracted you to the field?
3. What areas of public child welfare are you interested?
4. What is your motivation for participating in University Partnership?
5. What experiences and personal strengths do you bring to the child welfare profession?
6. Describe level of comfort working with diverse families?
7. Please discuss any personal or family issues that may present obstacles to your successful completion of this demanding program and payback requirements. How will you deal with such obstacles or challenges as you meet the expectations of this program and the county child welfare agency?
8. What are your career goals?
9. Are you willing to commit to working in the state of Ohio at a public children services agency after graduation for at one year?

University Partnership/ Title IV-E Child Welfare Training Program Field Case Vignette

The Smith family consists of a mother, father, and three children, the oldest being Eddie who is 10 years old. A suspected child abuse report alleges that Eddie was severely physically abused because he got bad grades on his report card. When you get to the home, his mother tells you that her husband beats Eddie but she cannot say anything because she is afraid of her husband. You have done a criminal records check and found out that he was convicted of an assault charge related to domestic violence two years ago.

As a public child welfare worker, what would be your goals here? Describe three things that you would do to address your goals.



302 Buchtel Common
Akron, OH 44325
330-972-7111

IV. Curriculum

Required Courses for UPP Students

Social Work in Child Welfare I

Course Rational and Description

Adapted from: Reid, P. (personal communication/syllabus, August, 2007)

This course is the first of a two-course series that provides the knowledge, concepts and fundamental skills needed for beginning level practice in public and private child welfare. The course focuses on interventions to protect children from abuse, neglect and sexual abuse by strengthening, supporting and empowering their families. The course is organized around four themes. First, content is provided on the mission and scope of child welfare practice, articulating the underlying philosophy and values that drive child welfare practice and addressing cultural and relationship issues when working with families. Second, the course provides conceptual and practical information on identifying child maltreatment, assessing family needs and strengths and determining both immediate and long term risk to children of future maltreatment. Third, information is presented on case planning and applying a casework model to working with families. Fourth, content is presented on interviewing skills in a child welfare setting, especially as these skills relate to family assessment and case planning activities.

Social Work in Child Welfare II

Course Rational and Description

This course is the second in a series of two child welfare courses. The first course (Child Welfare I) focuses on protecting children through strengthening, supporting, and empowering families. This course addresses the developmental and permanence needs of children in the child welfare system. The developmental perspective provides the conceptual underpinnings for the course. The course content is divided into six sections covering: 1) an introduction to the developmental perspective and the social worker's role in promoting healthy development; 2) the effects of maltreatment on children; 3) child welfare services for children with developmental disabilities; 4) the trauma of separation; 5) placement issues and practices; and 6) permanence through reunification or adoption.

