Reference Handbook

for

Program Objective

Course Outcome Map or

Concentration PoCo Map

Division of Social Work

Valdosta State University

Valdosta, GA

Fall, 2008

EXPLANATION OF THE POCO MAP

As a part of the Division of Social Work's 2008 MSW Curriculum Revision, students will begin to see the **P**rogram **O**bjective **C**ourse **O**utcome Map or "PoCo Map" in every class syllabus. Social work instructors will assist students in using the map in several different ways while they are enrolled in the MSW Program. The "map" itself is simply a graphic representation of the entire MSW Curriculum and it shows how all parts of the curriculum are interconnected.

Program Objectives

One major part of the PoCo Map involves **program objectives**. Program objectives for the MSW Program are derived from the broader goals of the MSW program. As we define program objectives, they are more specific than goals, and they specify what we **intend or expect** students to accomplish by the time that they graduate from the MSW Program.

The faculty has selected 19 program objectives to form the basic structure of the MSW Curriculum. During the foundation year, students work toward the demonstration of proficiency in the first 14 program objectives which we call **foundation program objectives (or FPOs)**. During the concentration year, students continue to demonstrate proficiency toward most of the 14 FPOs, but additionally, we expect them to document their proficiency of **concentration program objectives (or CPOs)**. These concentration level course outcomes typically represent a more advanced type or level of skill or knowledge than is expected for a foundation program objective.

The PoCo Map shows how the 19 program objectives are met in different courses across the MSW curriculum. *Please note: Only required courses or "core" courses are included on the PoCo Map. Electives have not been included.*

Course Outcomes

Importantly, each of the 19 program objectives is linked with specific **course outcomes**. Within each course in the MSW curriculum, specific "elements" or "chunks" of knowledge, values, and skills can be identified. These **course outcomes** combine specific "chunks" of knowledge and skills with a demonstration of their achievement through application. Course outcomes define what students should achieve by the end of a course.

In contrast to program objectives, **course outcomes are more specific, course-related components of each program objective.** Course outcomes are measured directly through tests, assignments, discussions, presentations, and other class activities.

We expect students to acquire these elements or chunks of knowledge, values, and skills during the

MSW Program (examples of elements or knowledge chunks include family systems theory, characteristics of a good clinical supervisor, behavioral characteristics of sexually abused children, symptoms and behaviors that are associated with clinical depression or bipolar disorder). These elements are necessary for the overall achievement of the program's 19 objectives.

The foundation courses have course outcomes that refer exclusively to the 14 foundation program objectives (FPOs). The foundation program objectives (FPOs) that are continued in the concentration year require more advanced skills and knowledge sets, but they still refer to the same foundation year (generalist) objectives. However, the five additional concentration program objectives (CPOs), numbered 15 through 19, are **fundamentally distinct** from the foundation objectives and capture our unique definition of Advanced Generalist. All of the program objectives (both CPOs and FPOs) contain numerous **course outcomes**. However, all of the course outcomes are taken ONLY from concentration level courses which are listed below.

To reiterate, during the concentration year, students must demonstrate proficiency toward both foundation and concentration program objectives through the course outcomes from concentration courses and their measures.

Anatomy of PoCo

The connections and linkages between the program objectives, the course outcomes, and the assignments or activities that measure the achievement of the outcomes and objectives are illustrated below (See Figure 1).
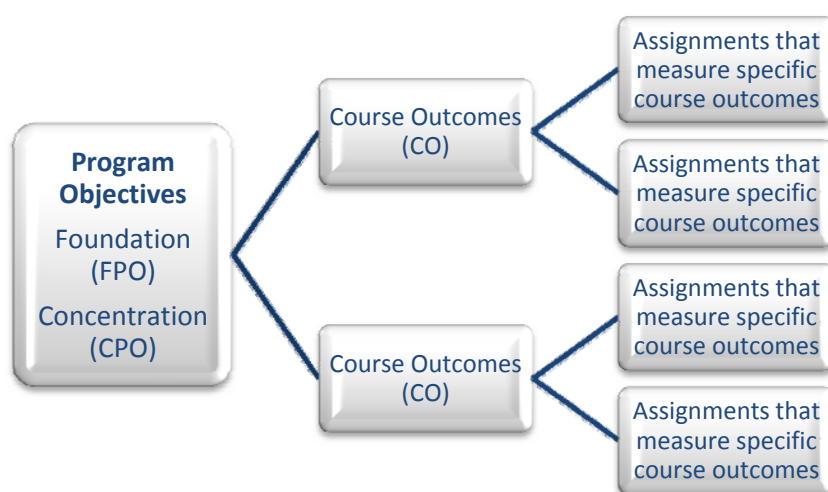

Figure 1. Connections and linkages from program objectives to measurement.

Reading the PoCo Map

The PoCo Map is a long table of abbreviated information. The graphic and small table below (Figures 2 & 3) illustrate and describe how to read the first block of the PoCo Map that begins with "7300-CO4."
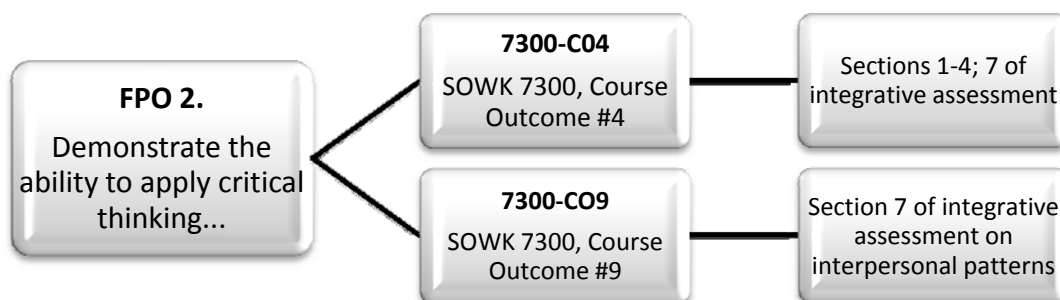

Figure 2. From program objective to course outcome to measurement

Left Block:	Center Block:	Right Block:
Foundation Program Objective #2.	Course 7300 Course Outcome #4. *[Each Course Outcome is a component of a Program Objective]*	An assignment from SOWK 7300 that allows a student to demonstrate that they have met Course Outcome #4. *[A measurement of the Course Outcome]*
	Course 7300 Course Outcome #9. *[Each Course Outcome is a component of a Program Objective]*	An assignment from SOWK 7300 that allows a student to demonstrate that they have met Course Outcome #9. *[A measurement of the Course Outcome]*

Figure 3. Further explanation of Figure 2 and how to read the PoCo Map

Concentration PoCo Map with Program Objectives,
Course Outcomes and Measures

Core Concentration Courses

<u>**FALL**</u>
SOWK 7300 Advanced Practice I with Individuals
SOWK 7310 Advanced Practice II with Families
SOWK 7400 Policy
SOWK 7611 Advanced Practicum I

<u>**SPRING**</u>
SOWK 7320 Advanced Practice in Organizations and Communities
SOWK 7500 Advanced Research and Program Evaluation
SOWK 7612 Advanced Practicum II
SOWK 7630 Professional Seminar

In summary, under each of the 19 program objectives below are all course outcomes related to the specific program objective. These course outcomes can be identified by the course number in which the outcome is placed. Only core courses are included in the Concentration PoCo Map and are identified by their social work course catalog number (see above list). *Note: There are four foundation program objectives (FPOs) that are not continued in the concentration year: FPO 1, 8, 12 & 13.*

FPO 1. Conduct multi-level generalist practice based on the planned intervention process (FPO 1 is included/subsumed in Concentration Program Objectives 15 and 19)

FPO 2. Demonstrate the ability to apply critical thinking within the context of professional social work practice (*As noted above, although FPO2 is a <u>Foundation</u> Program Objective, it is extremely relevant to concentration students' knowledge, skills, and values. It is expected that FPO2 will continue to be met by students during their Concentration Year, but in more advanced ways than the Program Objective would have been met during the Foundation Year*).

7300-CO4. Explain clients' current behaviors, problems, and patterns empathically and in-depth, using psychodynamic terms, in relation to their past history, relational and cultural templates, and unique life experiences **(Sections 1, 2, 3, 4 & 7 of integrative assessment).**

7300-C09. Distinguish the 'content' and symptoms of a client problem from the interpersonal patterns of behavior that undergird it **(Section 7 of integrative assessment on interpersonal patterns).**

7300-CO13. Identify and manage problematic interpersonal reactions and behaviors on the part of the professional (countertransference) in relation to a specific client **(Section 8 of assessment; Weekly skills log).**
7310-CO2. Critically analyze the use of various family theoretical approaches and intervention strategies in social work practice with families **(Reflection & application of constructs task folder).**
7320-CO9. Determine when it is appropriate to use administrative supervisory role, clinical supervisory role, or a combination **(Supervision interview).**
7320 -CO23. Using the ecological perspective, analyze elements in the environment that affect your agency and consumers **(Reference notebook).**
7320-CO24. Anticipate the effects of policies and fiscal trends on one's practice community and environment **(Supervision interview).**
7320-CO25. Identify particular cycles, stages, phases of agency change, and match management styles to them **(Supervision interview).**
7400-CO2. Analyze specific examples of how the legislative and judicial sources of social welfare policy have influenced advanced generalist social work practice with individuals, organizations, and communities **(Application of policy to social work practice, Policy compendium: Significance to SW; Final exam).**
7400-CO11. Explicate five basic constitutional concepts and principles operative in social welfare policy that affect social work practice, i.e. The Requirement of State Action, The Least Restrictive Alternative, Overbreadth and Vagueness, Due Process of the Law, Equal Protection of the Law **(Application of policy to social work practice; Midterm; Final exam).**
7400-CO15. Critically analyze the supporting data (overview of history and current trends, basic legal principles, rights attaching to client participants, legal processes, influential arguments and the current status of the case and statutory law) of an advanced policy analysis, i.e. immigration policy **(Critique of immigration policy analysis).**
7400 CO16. Critically analyze the supporting data (overview of history and current trends, basic legal principles, rights attaching to client participants, legal processes, influential arguments and the current status of the case and statutory law) of MSW student presentations of prominent advanced policy analysis **(Critique of MSW presentations).**
7400-CO20. Facilitate and participate in collaborative critiques of policy to influence practice outcomes and shape the professional environment **(Critique of immigration policy analysis; Critique of MSW presentations).**

7500-CO4. Conduct a feasibility evaluation using appropriate methods of data collection **(Section 2 of evaluation proposal).**
7500-CO5. Develop a program logic model for your evaluation **(PLM Diagram, Section 2 of evaluation).**
7500-CO6. Use PLM to identify program strengths, weaknesses, program gaps, program incongruities, evaluation foci and evaluation obstacles **(Sections 2 & 4 of evaluation).**
7500-CO10. Assess the strengths and weaknesses of the evaluation design - including those related to validity, reliability, and generalizability and include other methods of data collection and analyses in the design that can strengthen it **(Section 3 of evaluation).**
7630-CO1. Demonstrate understanding of social work professionalism as defined by the advanced generalist perspective **(Portfolio narrative objectives 1-7; Portfolio as a PDF document).**
7630-CO3. Demonstrate an understanding of licensure requirements, processes, and preparation for the licensing examination **(MSW licensure practice exams 1 & 4).**

FPO 3. Analyze and apply the values and ethics of the social work profession.

7300-CO6. Help colleagues and peers to develop a non-blaming and empathic understanding of client problems and behaviors using the principles and elements of a psychodynamic interpersonal model of practice **(Weekly skills log; In class fish bowl).**
7300-CO26. Identify potential for misuse of the interpersonal psychodynamic model and the time effective model **(Questions on midterm).**
7310-CO3. Identify and analyze potential value conflicts and ethical dilemmas that may occur when working with families and recommend responses that are consistent with the NASW Code of Ethics **(Ethical dilemma case studies).**
7320-CO1. Articulate selected methods to empowering and manage staff **(Supervision interview).**
7320-CO2. Identify professional needs and considerations in selecting a quality clinical supervisor (**Self assessment**).
7320-CO3. Use methods of professional self-reflection and self-evaluation in defining changing needs in supervision **(Self assessment).**
7320-CO4. Identify characteristics and formal requirements needed to be an effective clinical supervisor **(Self assessment; Reference).**
7320-CO6. Apply levels of the supervisory development model **(Supervision interview).**

7320-CO7. Articulate and differentiate different models of supervision, their strengths and weaknesses **(Supervision interview).**
7320-CO8. Articulate methods of evaluating supervisee needs in clinical supervision **(Supervision interview).**
7320-CO9. Determine when it is appropriate to use administrative supervisory role, clinical supervisory role or a combination of both **(Supervision interview).**
7320-C10. Identify ongoing sources of information on supervision **(Reference notebook).**
7400-CO14. Compare and contrast social work values and ethics with local, state, federal and international policies and laws **(Zinn reports; Application of policy to social work practice; Critique of immigration policy analysis; Policy compendium; Critique of MSW presentations; Final exam).**
7500-CO9. Describe how the ethical issues of risk, informed consent, confidentiality and cultural competence will be addressed in all aspects of implementation of the evaluation **(Section 3 of evaluation; Field instructor assessment of evaluator comportment).**
7500-CO13. Apply the fundamental norms and values of evaluation practices including the application of systematic inquiry, competence, respect for all stakeholders, integrity/honesty, consideration of public welfare, feasibility and utilization **(Sections 2 & 4 of evaluation; Field instructor evaluation of comportment).**

FPO 4. Using the strengths perspective, practice without discrimination and with respect, knowledge, and skills that are appropriate for the range of human differences.

7300-CO13. Identify and manage problematic interpersonal reactions and behaviors on the part of the professional (countertransference) in relation to a specific client **(Section 8 of assessment; Weekly skills log).**
7300-CO4. Explain clients' current behaviors, problems and patterns empathically and in-depth, using psychodynamic terms in relation to their past history, relational and cultural templates and unique life experiences **(Sections 1, 2, 3, 4 & 7 of integrative assessment).**
7310-CO4. Apply knowledge of a dynamic conceptualization of family to working with a diverse range of family forms **(Context of helping families discussion questions).**
7310-CO5. Analyze various family theoretical approaches and intervention strategies in relation to working with families from a wide range of cultural and social backgrounds and populations at risk **(Case studies for online discussions and written assignments).**

7320-C018. Design a plan based on selected practice models to develop organizational change or status defense **(Class case studies).**
7320-CO23. Using the ecological perspective, analyze elements in the environment that affect your agency and consumers **(Reference notebook, supervision interview).**
7320- CO29**.** Articulate an integrated model of social supervision and demonstrate its use **(Class case studies).**

FPO 5. Understand and challenge mechanisms of oppression and discrimination.

7320-CO14. Match the most effective leadership styles with selected situations and personnel **(Class case studies).**
7320-CO15. Utilize the types of informal leadership in influencing one's work environment **(Supervision interview).**
7320-CO16. Demonstrate knowledge of the ways informal leadership may be used by supervisors and managers to assess, manage, and develop staff **(Supervision interview).**
7320-CO18. Design a plan based on selected practice models to develop organizational change or status defense **(Class case studies).**
7320-CO19. Develop and differentiate one's professional network based on expertise and need **(Reference notebook).**
7320-CO20. Describe the differences among persuasion, manipulation, authority, and force and how they relate to organizations **(Class case studies).**
7400-CO3. Explain the role and relevance of the historical and cultural context of the statutory and/or constitutional premise for prominent social welfare policy **(Zinn reports; Critique of immigration policy Analysis; Policy compendium: History of student topic).**
7400-CO6. Evaluate legislation and case law pertaining to prominent social work policy in terms of intended and unintended social consequences at multiple levels **(Application of policy to social work practice; Critique of immigration policy analysis; Policy compendium; Critique of MSW presentations).**

FPO 6. Apply strategies of advocacy and social change to advance justice.

7320-CO26. Recognize and differentiate particular concepts of clinical supervision, including: parallel processes, boundary diffusion, distortion, fitness to practice and critical incidents **(Class case studies).**

7320-CO27. Differentiate common elements of administrative supervision models **(Post lecture discussion).**
7320-CO28. Differentiate common elements of management models **(Post lecture discussion).**
7320-CO29. Articulate an integrated model of social supervision and demonstrate its use **(Class case studies).**
7400-CO7. Categorize and apply basic and legally recognized concepts and principles that support social justice in prominent areas of social work practice **(Reading guides for Saltzman & Furman, Ch. 1-7 & Ch. 17-20; Midterm exam; final exam).**
7400-CO12. Identify if and how the five basic constitutional concepts and principles are operative in one's social work practicum setting. **(Application of policy to social work practice; Final exam; midterm).**
7400-CO19. Assess and recommend appropriate strategies for advanced generalist social workers to use in legal processes (i.e. hearings, preparation of evidence) to influence practice outcomes at multiple levels **(Application of policy to social work practice; final exam).**

FPO 7. Understand and interpret the history, development, and current trends of the profession.

7400-CO1. Articulate an overview of policy analysis that integrates both legislative and judicial sources of advanced social work practice mandates and roles **(Policy compendium: Significance to social work; Midterm exam, final exam; Application of policy to social work practice)**.
7400-CO2. Analyze specific examples of how the legislative and judicial sources of social welfare policy have influenced advanced generalist social work practice with individuals, organizations, and communities **(Application of policy to social work practice; Policy compendium: Significance to social work; final exam).**
7400-CO 3. Explain the role and relevance of the historical and cultural context of the statutory and/or constitutional premise for prominent social welfare policy **(Zinn reports; Critique of immigration policy analysis; Policy compendium: History of student topic).**

FPO 8. Select and apply human behavior theory and evidence to inform practice using the ecosystems perspective as an organizing framework (included/subsumed under Objective 19).

FPO 9. Demonstrate the ability to analyze, formulate, and influence social policies.

7400-CO1. Articulate an overview of policy analysis that integrates both legislative and judicial sources of advanced social work practice mandates and roles. **(Policy compendium: Significance to social work; Midterm exam; Final exam; Application of policy to social work practice).**
7400-CO2. Analyze specific examples of how the legislative and judicial sources of social welfare policy have influenced advanced generalist social work practice with individuals, organizations, and communities. **(Application of policy to social work practice; Policy compendium: Significance to social work; Final exam).**
7400-CO4. Evaluate prominent U.S. social welfare policies relative to corresponding social welfare policy in a foreign country **(Critique of immigration policy analysis; Policy compendium: International comparison; Critique of MSW presentations).**
7400-CO5. Summarize the most influential arguments for and against prominent social welfare policies (**Zinn reports; Critique of Immigration policy analysis; Policy compendium: Delineate the governing laws and policies; Critique of MSW presentations).**

FPO 10. Evaluate and apply research findings to practice and evaluate individual practice interventions at multi levels appropriately.

7300-CO20. Partialize complex problems into manageable steps, measurable benchmarks, and outcomes **(Brief therapy assignment; In class fish bowl - brief therapy).**
7300-CO25. Evaluate the utility of an intervention or influencing skill based on the client's response to the intervention or skill **(Weekly skills log).**
7320-CO9. Determine when it is appropriate to use administrative supervisory role, clinical supervisory role, or a combination **(Supervision interview).**
7320-CO23. Using the ecological perspective, analyze elements in the environment that affect one's agency and consumers **(Reference notebook, Supervision interview).**
7320-CO24. Anticipate the effects of policies and fiscal trends on one's practice community and environment **(Supervision interview).**
7320-CO25. Identify particular cycles/stages/phases of agency change and match management styles with them **(Class case studies).**
7500-CO1. Determine when it is best to use outcome or process evaluation or a combination of both and select the most appropriate evaluation approach for the purpose of the research question **(Sections 1 and 3 of evaluation).**

7500-CO2. Compare and contrast quantitative designs ("pre-experimental", experimental, quasi-experimental) and recognize the limits of each in answering evaluation questions **(Section 3 of evaluation).**

7500-CO14. Utilize quantitative and qualitative research methods in the service of the evaluation **(Section 3 of evaluation).**

7500-CO8. Develop an evaluation plan that addresses the questions posed. The plan should describe carefully the design or designs to be used as well as the data collection methods and methods of analysis **(All sections of evaluation).**

7500-CO12. Select the most appropriate methods of data collection and analyses for the design **(Section 3 of evaluation).**

7500-CO14. Utilize quantitative and qualitative research methods in service of the evaluation **(Section 3 of evaluation).**

FPO 11. Demonstrate the ability to communicate across client populations, colleagues and communities, in both written and verbal form.

7300-CO6. Help colleagues and peers develop a non-blaming and empathic understanding of client problems and behaviors using the principles and elements **(Weekly skills log).**

7300-CO11. Formulate potential interpersonal responses to transferential behaviors **(Section 8 of integrative assessment).**

7300-CO19. Negotiate solvable problems in collaboration with clients **(In class fish bowl; brief therapy assignment).**

7320-CO14. Match the most effective leadership styles with selected situations and personnel **(Class case studies).**

7320-CO15. Utilize the types of informal leadership in influencing one's work environment **(Supervision interview).**

7320-CO17. Apply an appropriate model of administrative supervision to selected situations **(Class case studies).**

7320-CO19. Develop and differentiate one's professional network based on expertise and need. **(Reference notebook).**

7320-CO20. Describe the differences among persuasion, manipulation, authority, and force and how they relate to organizations **(Class case studies).**
7320-CO21. Define leadership, authority, and power and differentiate among them as to their effectiveness in an organization **(Class case studies).**
7320-CO22. Distinguish differences between the use of clinical skills in supervision and clinical skills used in practice **(Supervision interview).**
7630-CO1. Demonstrate understanding of social work professionalism as defined by the advanced generalist perspective **(Portfolio narrative objectives 1-7; Portfolio as a PDF document).**

FPO 12. Demonstrate the ability to appropriately use feedback, supervision, and consultation in the service of professional conduct and growth (included/subsumed under Objective 15).

FPO 13. Demonstrate the ability to function within the structure of organizations, delivery systems and community networks and seek organizational change (included/subsumed under Objective 17).

FPO 14. Identify with the social work profession and behave professionally

7400-CO9. Articulate the components of effective performance of potential roles encountered by advanced generalist social work practitioners in the hearing processes associated with specific social work settings **(Reading guide for Saltzman & Furman Ch. 2 & 3; Midterm exam; Application of policy to social work practice).**
7400-CO14. Compare and contrast social work values and ethics with local, state, federal and international policies and laws **(Zinn reports; Application of policy to social work practice; Critique of immigration policy analysis; Policy compendium; Critique of MSW presentations; Final exam).**
7400-CO19. Assess and recommend appropriate strategies for advanced generalist social workers to use in legal processes (i.e. hearings, preparation of evidence) to influence practice outcomes at multiple levels **(Application of policy to social work practice; Final exam).**
7320-CO1. Articulate selected methods of empowering and managing staff **(Supervision interview).**
7320-CO2. Identify professional needs and considerations in selecting a quality clinical supervisor **(Self assessment).**

7630-CO3. Demonstrate an understanding of licensure requirements, processes, and preparation for the licensing examination **(Reference notebook).**

7320-CO4. Use methods of professional self-reflection and self-evaluation in defining changing needs in supervision **(Self assessment).**

7320-CO5. Identify characteristics and formal requirements needed to be an effective clinical supervisor **(Reference notebook).**

7320-CO6. Apply the levels of the supervisory development model **(Class case studies).**

7320-CO7. Articulate and differentiate different models of supervision, their strengths and weaknesses **(Class case studies).**

7320-CO8. Articulate methods of evaluating supervisee needs in clinical supervision **(Supervision interview).**

7320-CO9. Determine when it is appropriate to use administrative supervisory role, clinical supervisory role or a combination of both **(Supervision interview).**

7320-C10. Identify ongoing sources of information on supervision **(Reference notebook).**

CPO 15. Demonstrate an increasing ability to engage in informed and systematic Self-Directed Practice.

7300-C09. Distinguish the 'content' and symptoms of a client's problem from the interpersonal patterns of behavior that undergird it **(Section 7 of integrative assessment on interpersonal patterns).**

7300-CO11. Formulate potential interpersonal responses to transferential behaviors **(Section 8 of assessment; 3 questions on mid-term).**

7300-CO12. Formulate ideas about how a client might react to an intervention before it is employed. **(Section 8 of integrative assignment; 4 questions on mid-term).**

7300-CO16. Identify and use 30-40 influencing interventive techniques that can be applied to various situations (**Weekly skills log)**.

7300-CO17. Chain together two or more generic influencing techniques to create more complex responses to clients **(Weekly skills log; Brief therapy assignment; Section 8 of integrative assessment).**

7300-CO13. Identify and manage problematic interpersonal reactions and behaviors on the part of the professional (countertransference) in relation to a specific client **(Section 8 of integrative assessment).**

7300-CO14. Identify defense mechanisms and maneuvers as they occur as well as their functions for

clients. **(Section 4 of assessment; 5 questions on mid-term).**

7300-CO15. Develop helpful and respectful strategies to respond to defense mechanism and maneuvers with clients **(Weekly skills log; Section 8 of assessment; 2 questions on mid-term).**

7300-CO19. Negotiate solvable problems in collaboration with clients **(Brief therapy assignment; In class fish bowl; Weekly skills log).**

7300-CO21. Identify when to use and employ specific cognitive and cognitive-behavioral techniques and strategies with clients based on the clients changing circumstances and responses **(In class fish bowl; Brief therapy assignment; Weekly skills log).**

7300-CO25. Evaluate the utility of an intervention or influencing skill based on the client's response to the intervention or skill **(Weekly skills log).**

7310-CO1. Demonstrate the ability to select the appropriate level of need for a family using Weltner's integrative model **(Case Studies; Midterm exam).**

7310-CO6. Integrate the PIP with various family theoretical approaches and intervention strategies in the provision of social work services to families **(Family assessment; Treatment plan**).

7310-CO7. Apply the assessment and intervention strategies from the various family theoretical approaches to student's life experiences in their family of origin **(Reflection & application of constructs task folder; Exploring my family of origin).**

7310-CO8. Develop a critical awareness of family dynamics in one's own family of origin in relation to biases and assumptions that may affect one's ability to practice without discrimination with families from diverse cultural and social backgrounds **(Exploring my family of origin).**

7310-CO9. Demonstrate the use of selected tools and tests to collect data on individuals in relation to the family and community (**Family assessment & Treatment plan**).

7310-CO10. Describe the developmental stages of a family utilizing the family life cycle framework (Carter & McGoldrick, 2005) focusing on the tasks, processes, and needs of each stage (**Midterm exam; Reflection & application of constructs task folder**).

7310-CO11. Demonstrate knowledge of dysfunctional role responses of family members to selected family issues **(Issues that impact families research paper & presentation).**

7310-CO12. Address deficits in knowledge base in self and agencies in relation to working with families **(Reflection & application of constructs task folder; Course summary).**

7310-CO13. Develop a consultation and referral network that may assist in working with families from diverse cultural and social backgrounds **(Referral & consultation network).**

7310-CO14. Utilize feminist theory to overcome gender discrimination in families in selected case studies **(Written and on-line discussion of case studies).**
7310-CO15. Apply a family-centered approach of case management to working with families with complex needs at both the client and system levels **(Written and on-line discussion of case studies).**
7320-CO1. Articulate selected methods of empowering and managing staff **(Supervision interview).**
7320-CO2. Identify professional needs and considerations in selecting a quality clinical supervisor (**Reference notebook; Supervision interview**).
7320-CO4. Use methods of professional self-reflection and self-evaluation in defining changing needs in supervision **(Self assessment).**
7320-CO5. Identify characteristics and formal requirements needed to be an effective clinical supervisor **(Reference notebook; Supervision interview).**
7320-CO6. Apply the levels of the supervisory development model **(Class case studies).**
7320-CO7. Articulate and differentiate different models of supervision, their strengths and weaknesses **(Class case studies; Post lecture discussion).**
7320-CO8. Articulate methods of evaluating supervisee needs in clinical supervision **(Supervision interview).**
7320-CO9. Determine when it is appropriate to use administrative supervisory role, clinical supervisory role, or a combination of both **(Supervision interview; Class case studies).**
7320-C10. Identify ongoing sources of information on supervision. **(Reference notebook).**
7320-CO14. Match the most effective leadership styles with selected situations and personnel **(Class case studies).**
7320-CO15. Utilize the types of informal leadership in influencing one's work environment **(Supervision interview).**
7320-CO16. Demonstrate knowledge of the ways informal leadership may be used by supervisors and managers to assess, manage, and develop staff **(Supervision interview).**
7320-CO17. Apply an appropriate model of administrative supervision to selected situations **(Class case studies).**
7320-CO19. Develop and differentiate one's professional network based on expertise and need. **(Self assessment**).

7320-CO21. Distinguish differences between the use of clinical skills in supervision and clinical skills used in practice. **(Supervision interview; Class case studies).**
7400-CO8. Explicate the legal hearing process and the relevance of the hearing process in major social work settings **(Reading guides for Saltzman & Furman, Ch. 2-3; Midterm exam; Application of policy to social work practice).**
7400-CO9. Articulate the components of effective performance of potential roles encountered by advanced generalist social work practitioners in the hearing processes associated with specific social work settings **(Reading guides for Saltzman & Furman, Ch. 2-3; Midterm exam; Application of policy to social work practice).**
7400-CO10. Locate and use the primary sources of law, legal citations, statutes, and court opinions that are related to the legislated social welfare policy underlying the practice of advanced generalist social work **(Reading guide for Saltzman and Furman, Chapter 4; Policy compendium).**
7400-CO13. Describe the basic legal concepts, primary sources of law (statutory, case law), the probable legal roles of social workers, and the steps in the preparation of evidence that affect social workers in one's practicum setting **(Application of policy to social work practice; Final exam).**
7400-CO18. Identify and describe student involvement in one activity that is forensic* in nature and occurs in the social work practicum setting **(Application of policy to social work practice; Final exam).**
7500-CO3. Recognize how to work with the stakeholders to negotiate, define, and refine evaluation questions **(Sections 1 & 2 of evaluation; Field instructor assessment).**
7500-CO13. Apply the fundamental norms and values of evaluation practices including the application of systematic inquiry, competence, respect for all stakeholders, integrity, consider of public welfare, feasibility and utilization **(Sections 2 & 4 of evaluation; Field instructor assessment).**
7500-CO10. Assess the strengths and weaknesses of the evaluation design, including those related to validity, reliability, and generalizability, and include other methods of data collection and analyses in the design that can strengthen it **(Section 3 of evaluation).**
7500-CO6. Use the PLM to identify program strengths, weaknesses, program gaps, program incongruities, evaluation foci and evaluation obstacles **(Section 2 of evaluation).**
7630-CO1. Demonstrate understanding of social work professionalism as defined by the advanced generalist perspective **(Portfolio narrative objectives 1-7; Portfolio as a PDF document).**

CPO 16. Demonstrate elements of leadership and the ability to shape the professional environment.

7300-CO6. Help colleagues and peers to develop a non-blaming and empathic understanding of client problems and behaviors using the principles and elements of a psychodynamic interpersonal model of practice **(Weekly skills log).**

7300-CO7. Describe or explain problematic human behavior using elements of psychodynamic theory in such a way that suggests therapeutic strategies and helpful interventions **(Section 7 & 8 of integrative assessment; weekly skills log; 6 questions on mid-term).**

7300-CO8. Model with one's colleagues and peers the use of interpersonal therapeutic strategies and interventions **(In class fish bowl).**

7300-CO24. Model or display or suggest to one's peers, key elements of a brief therapy session working with a client who has a number of inter-connected problems **(In class fish bowl; Acting as a formal consultant on brief therapy).**

7310-CO16. Utilize the knowledge base of practice with families in agency settings to focus attention on the importance of treating individual clients within the context of the family system. **(Family Assessment & treatment plan).**

7310-CO17**.** Demonstrate leadership ability to modify a practice environment to improve the quality and delivery of services to families. **(Family assessment & treatment plan; Referral & network).**

7320-CO11. Articulate general principles of and steps in staff development **(Supervision interview; Class case studies).**

7320-CO12. Identify specialized methods of staff development that match staff needs **(Supervision interview; Class case studies).**

7320-CO13. Describe the types of leadership and how they are necessary for enhance staff efficiency and development. **(Class case studies).**

7320-CO14. Match the most effective leadership styles with selected situations and personnel. **(Class case studies).**

7320-CO15. Utilize the types of informal leadership in influencing one's work environment **(Supervision interview).**

7320-CO16. Demonstrate knowledge of the ways informal leadership may be used by supervisors and managers to assess, manage, and develop staff **(Supervision interview; Class case studies).**

7320-CO17. Apply an appropriate model of administrative supervision to selected situations **(Class case studies).**

7320-CO18. Design a plan based on selected practice models to develop organizational change or status defense **(Class case studies).**
7320-CO19. Develop and differentiate one's professional network based on expertise and need **(Self assessment).**
7320-CO20. Describe the differences among persuasion, manipulation, authority, and force and how they relate to organizations **(Class case studies).**
7320-CO21. Define leadership, authority, and power and differentiate among them as to their effectiveness in an organization **(Class case studies).**
7320-CO22. Distinguish differences between the use of clinical skills used in supervision and clinical skills used in practice **(Supervision interview).**
7400-CO17. Evaluate how advanced policy analysis influences (or fails to influence) the practice of social work at multiple levels **(Application of policy to social work practice; Final exam; Policy compendium; Critique of MSW presentations).**
7400-CO19. Assess and recommend appropriate strategies for advanced generalist social workers to use in legal processes (i.e. hearings, preparation of evidence) to influence practice outcomes at multiple levels) **(Final exam; Application of policy to social work practice).**
7400-CO20. Facilitate and participate in collaborative critiques of policy to influence practice outcomes and shape the professional environment **(Critique of Immigration policy analysis; Critique of MSW presentations).**
7500-CO3. Recognize how to work with the stakeholders to negotiate, define and refine evaluation questions **(Sections 1 & 2 of evaluation; Field instructor assessment).**
7500-CO7. Share information with stakeholders regarding program strengths, weaknesses, program gaps, program incongruities, evaluation foci and evaluation obstacles –program readiness and possible hidden agendas before the evaluation and help them make determinations about the information **(Section 2 of evaluation; Field instructor assessment).**
7500-CO11. Describe how the information gathered through the evaluation could be used by the organization or other decision makers to improve program **(Sections 2 & 4 of evaluation).**

CPO 17. Demonstrate an ability to analyze and critically evaluate the contextual elements to inform social work practice.

7300-CO25. Evaluate the utility of an intervention or influencing skill based on the client's response to

the intervention or skill **(Weekly skills log).**

7300-CO26. Identify the potential for misuse of the interpersonal psychodynamic model and the time effective model **(Midterm exam).**

7310-CO18. Demonstrate the knowledge and skills to respond proactively to the dynamic nature of the context of family practice **(Case Studies; Context of helping families discussion questions).**

7310-CO19. Analyze the impact of cultural and social factors at the community, societal, and international levels on family functioning across the life span **(Issues that impact families discussion question).**

7310-CO20. Utilize assessment and intervention strategies that take into account the influence of the family system, social work profession, agency setting, and cultural and social environment on family members **(Family assessment & treatment plan; Case studies).**

7320-CO9. Determine when it is appropriate to use administrative supervisory role, clinical supervisory role, or a combination **(Supervision interview; Class case studies).**

7320-CO12. Identify specialized methods of staff development that match staff needs **(Supervision interview).**

7320-CO14. Match the most effective leadership styles with selected situations and Personnel **(Class case studies).**

7320-CO17. Apply an appropriate model of administrative supervision to selected situations **(Class case studies).**

7320-CO19. Develop and differentiate one's professional network based on expertise and need **(Reference notebook).**

7320-CO22. Distinguish differences between the use of clinical skills in supervision and clinical skills used in practice **(Supervision interview).**

7320-CO23. Using the ecological perspective, be able to analyze elements in the environment that affect your agency and consumers **(Reference notebook).**

7320-CO24. Anticipate the effects of policies and fiscal trends on one's practice community and environment **(Supervision interview).**

7320-CO25. Identify particular cycles/stages/phases of agency change and match management styles with them **(Supervision interview, Class case studies).**

7400-CO1. Articulate an overview of policy analysis that integrates both legislative and judicial sources

of advanced social work practice mandates and roles **(Policy compendium: Significance to social work; Midterm; Final exam; Application of policy to social work practice).**

7400-CO2. Analyze specific examples of how the legislative and judicial sources of social welfare policy have influenced advanced generalist social work practice with individuals, organizations, and communities **(Application of policy to social work practice; Policy compendium: Significance to social work; final exam).**

7400-CO3. Explain the role and relevance of the historical and cultural context of the statutory and/or constitutional premise for prominent social welfare policy **(Zinn reports; Critique of immigration policy analysis; Policy compendium: History of student topic).**

7400-CO4. Evaluate prominent U.S. social welfare policies relative to corresponding social welfare policy in a foreign country **(Critique of immigration policy analysis; Policy compendium: International comparison; Critique of MSW presentations).**

7400-CO5. Summarize the most influential arguments for and against prominent social welfare policies **(Zinn reports; Critique of immigration policy analysis; Policy compendium: Delineate governing laws & policies; Critique of MSW presentations).**

7400-CO6. Evaluate legislation and case law pertaining to prominent social work policy in terms of intended and unintended social consequences at multiple levels **(Application of policy to social work practice; Critique of immigration policy analysis; Policy compendium; Critique of MSW presentations).**

7400-CO7. Categorize and apply basic and legally recognized concepts and principles that support social justice in prominent areas of social work practice **(Reading guides for Saltzman & Furman, Ch. 1-7 and Ch. 17-20; Midterm; Final exam).**

7400-CO8. Explicate the legal hearing process and the relevance of the hearing process in major social work settings **(Reading guides for Saltzman & Furman, Ch. 2-3; Midterm; Application of policy to social work practice).**

7400-CO11. Explicate five basic constitutional concepts and principles operative in social welfare policy that affect social work practice, i.e. The Requirement of State Action, The Least Restrictive Alternative, Overbreadth and Vagueness, Due Process of the Law, Equal Protection of the Laws. **(Application of policy to social work practice; Final exam; Midterm exam).**

7400-CO14. Compare and contrast social work values and ethics with local, state, federal and international policies and laws **(Zinn reports; Application of policy to social work practice; Critique of immigration policy analysis; Policy compendium; Critique of MSW presentations; Final exam).**

7400-CO15. Critically analyze the supporting data (overview of history and current trends, basic legal principles, rights attaching to client participants, legal processes, influential arguments and the current

status of the case and statutory law) of an advanced policy analysis, i.e. immigration policy **(Critique of immigration policy analysis).**

7400-CO16. Critically analyze the supporting data (overview of history and current trends, basic legal principles, rights attaching to client participants, legal processes, influential arguments and the current status of the case and statutory law) of MSW student presentations of prominent advanced policy analysis (**Critique of MSW presentations).**

7400-CO17. Evaluate how advanced policy analysis influences (or fails to influence) the practice of social work at multiple levels **(Application of policy to social work practice; Final exam; Policy compendium; Critique of MSW presentations).**

7400-CO19: Assess and recommend appropriate strategies for advanced generalist social workers to use in legal processes (i.e. hearings, preparation of evidence) to influence practice outcomes at multiple levels **(Application of policy to social work practice; final exam).**

7400-CO20. Facilitate and participate in collaborative critiques of policy to influence practice outcomes and shape the professional environment **(Critique of immigration policy analysis; Critique of MSW presentations).**

7500-CO6. Use the PLM to identify program strengths, weaknesses, program gaps, program incongruities, evaluation foci and evaluation obstacles **(Sections 2 & 4 of evaluation).**

7500-CO7. share information with stakeholders regarding program strengths, weaknesses, program gaps, program incongruities, evaluation foci and evaluation obstacles –program readiness and possible hidden agendas before the evaluation and help them make determinations about the information **(Section 2 of evaluation: Field instructor assessment of evaluator comportment).**

7630-CO1. Demonstrate understanding of social work professionalism as defined by the advanced generalist perspective **(Portfolio narrative objectives 1-7; Portfolio as a PDF Document).**

7630-CO3. Demonstrate an understanding of licensure requirements, processes, and preparation for the licensing examination **(MSW Licensure Practice Exams 1 & 4).**

CPO 18. Apply balanced attention to multi-level practice.

7300-CO23. Use externalizing questions which separate the client from his or her problem and connect the problem to its macro level roots **(Brief therapy assignment; Fish bowl brief therapy).**

7310-CO19. Analyze the impact of cultural and social factors at the community, societal, and international levels on family functioning across the life span **(Contexts of helping families discussion questions; Family assessment & treatment plan).**

7310-CO22. Develop interventions for family systems at the individual, community, and societal levels **(Case Studies; Family assessment & treatment plan).**
7310-CO23. Research and report on issues that impact families including sexual orientation, ethnicity, class, family structure, race, and gender **(Issues that impact families research paper & presentation).**
7400-CO2. Analyze specific examples of how the legislative and judicial sources of social welfare policy have influenced advanced generalist social work practice with individuals, organizations, and communities **(Application of policy to social work practice; Policy compendium: Significance to social work; final exam).**
7400-CO6. Evaluate legislation and case law pertaining to prominent social work policy in terms of intended and unintended social consequences at multiple levels **(Application of policy to social work practice; Critique of immigration policy analysis; Policy compendium; Critique of MSW presentations).**
7400-CO14. Compare and contrast social work values and ethics with local, state, federal and international policies and laws **(Zinn reports; Application of policy to social work practice; Critique of immigration policy analysis; Policy compendium; Critique of MSW presentations; Final exam).**
7400-CO17. Evaluate how advanced policy analysis influences (or fails to influence) the practice of social work at multiple levels **(Application of policy to social work practice; Final exam; Policy compendium; Critique of MSW presentations; Final exam).**
7400-CO19. Assess and recommend appropriate strategies for advanced generalist social workers to use in legal processes (i.e. hearings, preparation of evidence) to influence practice outcomes at multiple levels) (**Application of policy to social work practice; Final exam).**
7400-CO20. Facilitate and participate in collaborative critiques of policy to influence practice outcomes and shape the professional environment **(Critique of immigration policy analysis; Critique of MSW presentations).**
7630-CO1. Demonstrate understanding of social work professionalism as defined by the advanced generalist perspective **(Portfolio narrative objectives 1-7; Portfolio as a PDF document).**
7630-CO3. Demonstrate an understanding of licensure requirements, processes, and preparation for the licensing examination **(MSW licensure practice exams 1 & 4).**

CPO 19. Demonstrate the ability to practice at increasing levels of complexity using specialized theories and practice methods.

7300-CO1. Formulate all advanced practice using the Planned Intervention Process **(Direct observation, no formal measure).**

7300-CO2. Identify attachment styles as they occur in therapeutic interactions and client interactions with others **(6 questions on mid-term; Section 2 of integrative assessment).**

7300-CO3. Connect specific past interpersonal relationships and experiences to current attachment styles and other personal patterns **(Section 2 of integrative assessment; 6 questions on mid-term).**

7300-CO4. Explain clients' current behaviors, problems and patterns empathically and in-depth, using psychodynamic terms in relation to their past history, relational and cultural templates and unique life experiences **(Sections 1, 2, 3, 4, & 7 of integrative assessment; 4 questions on mid-term).**

7300-CO5. Distinguish between psycho-dynamic relational approaches, interventions with strong empirical validation and generic time-limited approaches **(Integrative assessment and brief therapy assignment on same client; In class fish bowl, brief therapy).**

7300-CO7. Describe or explain problematic human behavior –using elements of psychodynamic theory in such a way that suggests therapeutic strategies and helpful interventions **(Sections 7 & 8 of integrative assessment; Weekly skills log; 6 questions on mid-term).**

7300-C09. Distinguish the 'content' and symptoms of a client's problem from the interpersonal patterns of behavior that undergird it **(Section 7 of integrative assessment on interpersonal patterns; Weekly skills log).**

7300-CO10. Explain transference and identify transferential behaviors **(4 questions on mid-term; Section 8 of integrative assessment).**

7300-CO11. Formulate potential interpersonal responses to transferential behaviors **(Section 8 of integrative assessment; 3 questions on mid-term).**

7300-CO14. Identify defense mechanisms and maneuvers as they occur as well as their functions for clients **(Section 4 of assessment; 5 questions on mid-term).**

7300-CO15. Develop helpful and respectful strategies to respond to defense mechanism and maneuvers with clients **(Weekly skills log; Section 8 of assessment; 2 questions on mid-term).**

7300-CO16. Identify and use 30-40 influencing interventive techniques that can be applied to various situations (**Weekly skills log**).

7300-CO18. Articulate and Use generic 'key elements' in numerous forms of brief therapy **(Brief therapy assignment-construct 3 sessions of brief therapy; Weekly skill log).**

7300-CO21. Identify when to use and employ specific cognitive and cognitive-behavioral techniques and strategies with clients based on the clients changing circumstances and responses **(In class fish bowl; Brief therapy assignment; Weekly skills log).**

7300-CO 22. Identify and use specific behavioral techniques (behavioral rehearsal, desensitization etc) with specific problems **(Brief therapy assignment; 2 questions on mid-term; Weekly skills log; In class fish bowl).**
7300-CO23. Use externalizing questions which separate the client from his or her problem and connect the problem to its macro level roots **(Brief therapy assignment; Fish bowl brief therapy).**
7310-CO24**.** Apply the theoretical constructs and assessment and intervention strategies of family systems, structural, strategic, experiential, psychodynamic, cognitive-behavioral, and solution-focused brief therapy to family case studies **(Reflection & application of constructs task folder; Family Assessment & treatment plan).**
7310-CO25**.** Demonstrate knowledge of the postmodernistic approaches to family practice including feminist theory, social constructionism, psychoeducational family therapy, family resilience, and narrative family therapy **(Reflection and application of constructs task folder; Midterm Exam).**
7310-CO26**.** Synthesize elements from various family therapy theories and intervention strategies into an integrative approach **(Reflection & application of constructs task folder; Family assessment & treatment plan).**
7310-CO27. Develop treatment plans for a family at the student's practicum site utilizing three specific family therapy theories and an integrative approach that incorporates elements from various theoretical approaches **(Family assessment & treatment plan).**
7320-CO9. Determine when it is appropriate to use administrative supervisory role, clinical supervisory role, or a combination **(Supervision interview).**
7320-CO23. Using the ecological perspective, analyze elements in the environment that affect your agency and consumers **(Reference notebook).**
7320-CO24. Anticipate the effects of policies and fiscal trends on one's practice community and environment **(Supervision interview).**
7320-CO25. Identify particular cycles/stages/phases of agency change and match management styles with them **(Class case studies).**
7320-CO26. Recognize and differentiate particular concepts of clinical supervision, including: parallel processes, boundary diffusion, distortion, fitness to practice and critical incidents **(Class case studies).**
7320-CO27. Differentiate common elements of administrative supervision models **(Post lecture discussion).**
7320-CO28. Differentiate common elements of management models **(Post lecture discussion).**

7320-CO29. Articulate an integrated model of social supervision and demonstrate its use **(Class case studies).**
7400-CO6. Evaluate legislation and case law pertaining to prominent social work policy in terms of intended and unintended social consequences at multiple levels **(Application of policy to social work practice; Critique of immigration policy analysis; Policy compendium; Critique of MSW presentations).**
7400-CO7. Categorize and apply basic and legally recognized concepts and principles that support social justice in prominent areas of social work practice **(Reading guides for Saltman & Furman, Ch. 1-7 and Ch. 17-20; Midterm & final exams).**
7400-CO9. Articulate the components of effective performance of potential roles encountered by advanced generalist social work practitioners in the hearing processes associated with specific social work settings **(Reading guides for Saltzman & Furman Ch. 2-3; Midterm; Application of policy to social work practice).**
7400-CO10. Locate and use the primary sources of law, legal citations, statutes, and court opinions that are related to the legislated social welfare policy underlying the practice of advanced generalist social work **(Reading guide for Saltzman & Furman, Ch. 4, Policy compendium).**
7400-CO11. Explicate five basic constitutional concepts and principles operative in social welfare policy that affect social work practice, i.e. The Requirement of State Action, The Least Restrictive Alternative, Overbreadth and Vagueness, Due Process of the Law, Equal Protection of the Laws **(Application of policy to social work practice; Final exam; Midterm exam).**
7400-CO12. Identify if and how the five basic constitutional concepts and principles are operative in your social work practicum setting **(Application of policy to social work practice; Final exam).**
7400-CO13. Describe the basic legal concepts, primary sources of law (statutory, case law), the probable legal roles of social workers, and the steps in the preparation of evidence that affect social workers in your practicum setting **(Application of policy to social work practice; Final exam).**
7400-CO15. Critically analyze the supporting data (overview of history and current trends, basic legal principles, rights attaching to client participants, legal processes, influential arguments and the current status of the case and statutory law) of an advanced policy analysis, i.e. immigration policy **(Critique of immigration policy analysis).**
7400-CO16. Critically analyze the supporting data (overview of history and current trends, basic legal principles, rights attaching to client participants, legal processes, influential arguments and the current status of the case and statutory law) of MSW student presentations of prominent advanced policy analysis **(Critique of MSW presentations).**
7500-CO1. Determine when it is best to use outcome or process evaluation or a combination of both

and select the most appropriate evaluation approach for the purpose of the research question **(Section 1 of evaluation).**
7500-CO3. Recognize how to work with the stakeholders to negotiate, define, and refine evaluation questions **(Sections 1 & 2 of evaluation; Field instructor assessment).**
7500-CO4. Conduct a feasibility evaluation using appropriate methods of data collection **(Section 2 of evaluation).**
7500-CO5. Develop a program logic model for your evaluation **(Section 2 of evaluation).**
7500-CO6. Use the PLM to identify program strengths, weaknesses, program gaps, program incongruities, evaluation foci, and evaluation obstacles **(Section 2 of evaluation).**
7500-CO8. Develop an evaluation plan that addresses the questions posed. The plan should describe carefully the design or designs to be used as well as the data collection methods and methods of analysis **(All sections of evaluation).**
7500-CO10. Assess the strengths and weaknesses of the evaluation design - including those related to validity, reliability, and generalizability and include other methods of data collection and analyses in the design that can strengthen it **(Section 3 of evaluation).**
7630-CO3. Demonstrate an understanding of licensure requirements, processes, and preparation for the licensing examination **(MSW licensure practice exams 1 & 4).**