

# **MASTERS CHILD WELFARE EDUCATION PROGRAM (MCWEP)**

## **MANUAL FOR STUDENTS AND FIELD INSTRUCTORS**

**The Masters Child Welfare Education Program  
is a partnership of:**

The New Jersey Department of Children and Families

A Consortium of Three New Jersey  
Graduate Social Work Programs

The New Jersey Chapter of the  
National Association of Social Workers

*Revised July 2015*

# MCWERC Consortium Members

Monmouth University School of Social Work, MSW Program

Rutgers, The State University, School of Social Work, MSW Program

Stockton University, MSW Program (Lead Institution)

# Contents

I. Introduction to Program.....	4
A. Purpose of the Masters Child Welfare Education Program (MCWEP).....	4
B. Program Structure.....	5
C. Program Benefits.....	6
1. For MCWEP Students.....	6
2. For MCWEP Field Instructors.....	6
3. For the New Jersey Department of Children and Families.....	6
D. Practice Approaches Taught in Masters Child Welfare Education Programs.....	7
E. New Jersey Department of Children and Families Case Practice.....	8
F. Masters Child Welfare Education Program Staff and Contact Information.....	8
II. Program Description.....	9
A. Traineeship Selection Process.....	9
B. Educational Leave Request Process.....	9
C. Agreements.....	9
1. Student Agreement with Lead Institution (Stockton University).....	9
2. Field Instructor Agreement.....	10
D. MCWEP Student Competencies and Practice Behaviors.....	11
E. Limitations on Intern Activities.....	13
F. Evaluation of Student Interns.....	14
G. Criteria for Termination of Traineeship.....	14
APPENDIX: Monmouth University Competencies and Practice Behaviors.....	15
APPENDIX: Rutgers University Competencies and Practice Behaviors.....	20
APPENDIX: Stockton University Competencies and Practice Behaviors.....	24

## I. Introduction to Program

### A. Purpose of the Masters Child Welfare Education Program (MCWEP)

The intent of MCWEPs to

## B. Program Structure

MCWE is a partnership among the Division of Children and Families, The National Association of Social Workers, and a consortium of three graduate social work programs—the Monmouth University School of Social Work MSW Program, the Rutgers University School of Social Work MSW Program, and Stockton University MSW Program. Stockton University serves as the Lead Institution, coordinating and developing the overall MCWE program. The elements of MCWE are:

- A. A part time MSW program, either traditional (60 credits) or advanced standing (30-36 credits), focusing on clinical, direct social work practice
- B. A Learning Community
- C. Two specialized elective courses (Leadership and Supervision in Child Welfare and Trauma Informed Child Welfare Practice)
- D. Program evaluation

Each MSW program shares a common foundation curriculum; but each program's advanced curriculum has a somewhat different focus, although all programs have an advanced clinical/direct services social work concentration available. MCWE students enroll in this clinical concentration for their advanced studies, assuring that the

## C. Program Benefits

### 1. For MCWER students

- a. They have an opportunity to participate in a part time MSW program that is focused on meeting their unique needs as supervisors in the Division of Child Protection and Permanency while also giving them a foundation in generalist social work and an advanced concentration in clinical social work practice.
- b. Their graduate tuition and fees are paid in full.
- c. They are able to maintain their full time employment and receive release time to enable them to complete their studies and field work.
- d. They have access

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## D. Practice Approaches Taught in Masters Child Welfare Education Programs

Supervisors completing MCWE are able to supervise caseworkers and other supervisors in a child welfare setting using a strengths based, empowerment perspective. Their work is characterized by cultural competence, a family centered and community focus, good critical thinking skills, and strong assessment skills.

The Council on Social Work Education (CSWE) is the national accrediting organization for social work education. Their Educational Policy and Accreditation Standards (EPAS) are the basis for accrediting baccalaureate and master's level social work programs. EPAS support academic excellence by establishing thresholds for professional competence. EPAS specify the requirements used to develop and maintain an accredited social work program.

An accredited MSW curriculum prepares its graduates for generalist practice through mastery of the following ten core competencies specified by EPAS:

1. Identify as a professional social worker and conduct oneself accordingly.
2. Apply social work ethical principles to guide professional practice.
3. Apply critical thinking to inform and communicate professional judgments.
4. Engage diversity and difference in practice.
5. Advance human rights and social and economic justice.
6. Engage in research informed practice and practice informed research.
7. Apply knowledge of human behavior and the social environment.
8. Engage in policy practice to advance social and economic

## E. New Jersey Department of Children and Families Case Practice

As part of the continuing reform efforts a new approach to case practice was developed and released in January 2007. This document establishes practice principles for the Department of Children and Families and the Division of Child Protection and Permanency (DCP). Trainees are expected to adopt these principles into their practice. They discover that its strengths-based, family-centered model of practice is consistent with the approaches taught in their social work





Students accepted as MCWE trainees are required to sign a binding agreement to complete the two advanced level child welfare elective courses, participate in the Learning Community as specified in the MCWE proposal and associated materials; and to fulfill the field education requirements of their MSW program and of MCWE. Students also agree to attend classes faithfully, complete appropriately all academic and field assignments and requirements in a timely manner, maintain a satisfactory grade point average and pursue the Master of Social Work degree to its completion.

## 2. Field Instructor Agreement

The strength of social work education is its reliance on education that integrates classroom and field learning. Students learn concepts, which they then use, under supervision, in real life situations. They learn, one client encounter at a time, how theories actually work in practice. Concepts such as empowerment may seem like only words when read in a textbook or debated in class, but they become real and memorable as students see clients respond. In the MCWE MSW Programs, faculty, Graduate Program Academic Coordinators, field instructors, and students work together closely to assure that this integration occurs. MSW Program faculty members and members of the DCF Training Academy train field instructors, and Graduate Program Academic Coordinators provide consultation and support, keeping field instructors informed about the competencies students are learning in their child welfare courses. Graduate Program Academic Coordinators help field instructors create learning experiences that develop these competencies. They also help field instructors to understand the learning styles and needs of students. Students' learning is continually deepened as they reflect on the experiences they have had in the field, both with their field instructors and with their classroom professors. It is the interplay between ideas, field experiences and learning

- f. Providing the student with opportunities to participate in a variety of activities designed to build the competencies
- g. Conducting an ongoing assessment of the student's learning
- h. Modeling good practice and supervisory

participating MSW programs. In addition to the foundation level practice behaviors, all MCWER students are expected to develop the advanced practice behaviors specific to the MSW program in which they are enrolled. (The three MSW programs each have a slightly different emphasis. In their advanced years in the part time program, students have an opportunity to focus on their MSW program's unique emphasis. Cross-fertilization of learning is expected to occur as students compare and use the diverse perspectives they are learning in their MSW programs.) See Appendix for each MSW program's

## LEADERSHIP AND SUPERVISION IN CHILD WELFARE PRACTICE BEHAVIORS

Students completing this elective will be able to:

1. Assess one's own strengths and challenges as a leader
2. Describe key qualities of leaders and impact on child welfare



# APPENDIX: Monmouth University Competencies and Practice Behaviors

## Competency 1: Identify as a social worker and conduct self accordingly

### x Foundation Practice Behaviors

- o Advocate for client access to the services of social work
- o Practice personal reflection and self correction to assure continual professional development
- o Attend to professional roles and boundaries
- o Demonstrate professional demeanor in behavior, appearance and communication
- o Engage in career long learning
- o Use supervision and consultation

### x Advanced Direct Practice/Clinical Social Work Practice Behaviors

- o Advocate for equal access to family and child based social work services
- o Practice personal reflection to assure continual professional development in clinical practice with families and children
- o Practice self development

Competency 8: Apply critical thinking to inform and communicate professional judgments

x Foundation Practice Behaviors

- o Distinguish, appraise, and integrate multiple sources of knowledge, including research-based knowledge, and practice wisdom
- o Analyze models of assessment, prevention, intervention, and evaluation
- o Demonstrate effective oral and written communication in working with individuals, families, groups, organizations, communities, and colleagues.

x Advanced Direct Practice/Clinical Social Work Practice Behaviors

- o Distinguish multiple sources of knowledge, including research-based knowledge and clinical practice wisdom relevant to families and children.
- o Appraise multiple sources of knowledge, including research-based knowledge and clinical practice wisdom relevant to families and children.
- o



Competency5: Advance human rights and social and economic justice

- x Foundation Practice Behaviors
  - o Understand the forms and mechanisms of oppression and discrimination
  - o Advocate for human rights and social and economic justice
  - o Engage in practices that advance social and economic justice
  
- x Advanced Direct Practice/Clinical Social Work Practice Behaviors
  - o Understand the forms and mechanisms of oppression that impact families and children from a global perspective.
  - o Understand the forms and mechanisms of discrimination that impact families and children from a global perspective.
  - o Advocate for social justice for children and families from a global perspective.
  - o Advocate for economic justice for children and families from a global perspective.
  - o Engage in strengths based empowerment practice with children and families that advance social justice from a global perspective.
  - o Engage in strengths based empowerment practice with children and families that advance economic justice from a global perspective.

Competency6: Engage in research informed practice and practice informed research

- x Foundation Practice Behaviors
  - o Use practical experience to inform scientific inquiry
  - o Use research evidence to inform practice
  
- x Advanced Direct Practice/Clinical Social Work Practice Behaviors
  - o Use clinical practice experience to inform scientific inquiry.
  - o Use research evidence to inform clinical practice.

Competency7: Apply knowledge of human behavior and the social environment

- x Foundation Practice Behaviors
  - o Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation
  - o Critique and apply knowledge to understand person and environment
  
- x Advanced Direct Practice/Clinical Social Work Practice Behaviors
  - o Utilize strengths based empowerment perspectives to guide the process of assessment in clinical practice
  - o Utilize strengths based empowerment perspectives to guide the process of intervention in clinical practice.
  - o Utilize strengths based empowerment perspectives to guide the process of evaluation in clinical practice.
  - o Critique clinical knowledge to understand person and environment for families and children.
  - o Apply clinical knowledge to understand person and environment for families and children

Competency 8: Engage in policy practice to advance social and economic well being and to deliver effective social work services

x Foundation Practice Behaviors

- o Analyze, formulate, and advocate for policies that advance social well being
- o Collaborate with colleagues and clients for effective policy action

x Advanced Direct Practice/Clinical Social Work Practice Behaviors

- o Analyze policies that advance social well being for families and

- o Develop a mutually agreed upon strengths based empowerment desired

x Foundation Practice Behaviors 10(b) Assessment

- o Collect, organize, and interpret client data
- o Assess client strengths and limitations
- o Develop mutually agreed upon intervention goals and objectives
- o Select appropriate intervention strategies

x Advanced Direct Practice/Clinical Social Work Practice Behaviors 10 (b) Assessment

- o Collect client data for clinical practice
- o Organize client data for clinical practice
- o Interpret client data for clinical practice
- o Assess client strengths
- o Assess client limitations
- o Develop mutually agreed upon strengths based empowerment intervention goals and objectives
- o Select appropriate clinical strengths based empowerment intervention strategies

x Foundation Practice Behaviors 10(c) Intervention

- o Initiate actions to achieve organizational goals
- o Implement prevention interventions that enhance client capacities
- o Help clients resolve problems
- o Negotiate, mediate, and advocate for clients
- o Facilitate transitions and endings

x Advanced Direct Practice/Clinical Social Work Practice Behaviors 10 (c) Intervention

- o Initiate actions to achieve organizational goals that meet the needs of children and families
- o Implement strengths based empowerment prevention that enhances client capacities
- o Help clients resolve problems from a strengths based empowerment approach
- o Negotiate for clients utilizing a collaborative strengths based empowerment perspective
- o Mediate for clients utilizing a collaborative strengths based empowerment perspective
- o Advocate for clients utilizing a collaborative strengths based empowerment perspective
- o Facilitate clinical transitions and endings

x Foundation Practice Behaviors 10(d) Evaluation

- o Critically analyze, monitor and evaluate interventions

x Advanced Direct Practice/Clinical Social Work Practice Behaviors 10 (d) Evaluation

- o Social workers critically analyze their clinical interventions
- o Social workers monitor their clinical interventions
- o Social worker evaluate their clinical interventions





- o Use an integrative, anti-oppressive perspective to promote equitable access to services for vulnerable groups

Competency 6: Engage in research-informed practice and practice-informed research

- x Foundation Practice Behaviors
  - o Use practical experience to inform scientific inquiry
  - o Use research evidence to inform practice
- x Advanced Direct Practice/Clinical Social Work Practice Behaviors
  - o Applies research skills to evaluate interventions
  - o Works collaboratively with evaluators/researchers to assess intervention efficacy and disseminate findings through presentations (oral), papers (written) and other modalities
  - o Communicate and disseminate evaluation results (regarding interventions) to a relevant audience

Competency 7: Apply knowledge of human behavior and the social environment

- x Foundation Practice Behaviors
  - o Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation
  - o Critique and apply knowledge to understand person and environment
- x Advanced Direct Practice/Clinical Social Work Practice Behaviors
  - o Relates clients' emotional, behavioral, and personal difficulties to theories, models, and research of human behavior in the social environment
  - o Critically evaluates and applies knowledge of human behavior in the social environment with clients from a variety of backgrounds and levels of oppression and privilege

Competency 8: Engage in policy practice to advance social and economic well-being and to deliver social work services

- x Foundation Practice Behaviors
  - o Analyze, formulate, and advocate for policies that advance social well-being and economic justice
  - o Collaborate with colleagues and clients for effective policy action
- x Advanced Direct Practice/Clinical Social Work Practice Behaviors
  - o Uses the policy process to advance social and economic justice and well-being for individuals, families, and communities
  - o Collaborates and partners with other professionals, organizations, and communities to advance social and economic justice and well-being

Competency





## Competency 2: Apply social work ethical principles to guide professional practice

### Foundation Practice Behaviors

Social workers have an obligation to conduct themselves ethically and to engage in ethical decision making. Social workers are knowledgeable about the value base of the profession, its ethical standards, and relevant law. At the Foundation level, students are expected to:

C2,FPB7: Recognize and manage personal values in a way that allows professional values to guide practice

C2,FPB8: Make ethical decisions by applying standards of



C4,APB8: Identify specific personal biases and/or cultural structures and values that may oppress, marginalize, alienate or create or enhance privilege and power.

C4,APB9: Integrate an understanding of how differences shape the life experiences and behaviors of individuals, families, and communities into practice approaches with diverse individuals, families, and communities.

## Competency 5: Advance human rights and social and economic justice

### Foundation Practice Behaviors

Each person, regardless of position in society, has basic human rights, such as freedom, safety, privacy, and adequate standard of living, health care, and education. Social workers recognize the global interconnections of oppression and are knowledgeable about theories of justice and strategies to promote human and civil rights. Social work incorporates social justice practices in organizations, institutions, and society to ensure that these basic human rights are distributed equitably and without prejudice. At the completion of the Foundation level, students are expected to:

C5,FPB18: Understand the forms and mechanisms of oppression and discrimination

C5,FPB19: Advocate for human rights and social and economic justice

C5,FPB20: Engage in practices that advance social and economic justice

### Advanced Social Work Practice with Diverse Individuals, Families & Communities Practice Behaviors

At the completion of the advanced level, students are expected to broaden and deepen the competencies mastered in the foundation year by demonstrating the ability to work with a wide range of diverse individuals, families, and communities. They will demonstrate

C6,FPB21: Use practical experience to inform scientific inquiry

C6,FPB22: Use research evidence to inform practice

### Advanced Social Work Practice with Diverse Individuals, Families & Communities Practice Behaviors

At the completion of the advanced level, students are expected to broaden and deepen the competencies mastered in the foundation year by demonstrating the ability to work with a wide range of diverse individuals, families, and communities. They will demonstrate an enhanced ability to use their practice experience with diverse client systems to identify relevant research questions, as well as to evaluate the extent to which evidence-based practices are relevant for diverse client systems. At the completion of the Advanced level, students are expected to:

C6,APB13: Use practice experience to formulate research questions relevant to diverse populations, and apply research skills to these questions

C6,APB14: Identify and evaluate current advances in evidence-based practice with diverse populations.

### Competency 7: Apply knowledge of human behavior and the social environment

#### Foundation Practice Behaviors

Social workers are knowledgeable about human behavior across the life course, the range of social systems in which people live; and the ways social systems promote or deter people in maintaining or achieving health and well-being. Social workers apply theories and knowledge from the liberal arts to understand biological, social, cultural, psychological, and spiritual development. At the completion of the Foundation level, students are expected to:

C7,FPB23: Utilize conceptual frameworks to guide the processes of assessment, intervention, and evaluation

C7,FPB24: Critique and apply knowledge to understand person and environment

### Advanced Social Work Practice with Diverse Individuals, Families & Communities Practice Behaviors

At the completion of the advanced level, students are expected to broaden and deepen the competencies mastered in the foundation year by demonstrating the ability to work with a wide range of diverse individuals, families, and communities. They will apply knowledge of the multiple factors that influence human behavior across the range of human diversities,

Competency 8: Engage in policy practice to advance social and economic well being and to delivery effective social work services

C9, APB19: Continuously attend to the changing context in which social services are provided, paying particular attention to how effectively the needs of diverse populations are being addressed providing leadership and advocating for changes as necessary.

Competency 10 (a) (d): Engage, assess, intervene, and evaluate with individuals, families, groups, organizations, and communities

Foundation Practice Behaviors: 10(a) Engagement

Professional practice involves the dynamic and interactive processes of engagement, assessment, intervention, and evaluation at multiple levels. Social workers have the knowledge and skills to practice with individuals, families, groups, organizations, and communities. Practice knowledge includes identifying, analyzing, and implementing evidence-based interventions designed to achieve client goals; using research and technological advances to evaluate program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services and promoting social and economic justice. At the completion of the Foundation level, students are expected to:

C10(a), FPB29: Substantively and affectively prepare for action with individuals, families, groups, organizations, and communities

C10(a), FPB30: Use empathy and other interpersonal skills

C10(a), FPB31: Develop a mutually agreed-on focus of work and desired outcomes

Advanced Social Work Practice with Diverse Individuals, Families & Communities Practice Behaviors: 10(a) Engagement

At the completion of the advanced level, students are expected to broaden and deepen the competencies mastered in changes the base

C10(b), FPB34: Develop mutually agreed on intervention goals and objectives

C10(b), FPB35: Select appropriate intervention strategies

Advanced Social Work Practice with Diverse

Advanced Social Work Practice with Diverse Individuals, Families & Communities Practice Behaviors 10 (d) Evaluation

At the completion of the advanced level, students are expected to broaden and deepen the competencies mastered in the foundation year by demonstrating the ability to work with a wide range of diverse individuals, families, and communities. They will apply knowledge of diverse client systems in enhancing their evaluation skills. At the completion of the Advanced level, students are expected to:

C10(d), APB27: Using critical thinking, apply research methodologies to evaluate practice interventions with diverse individuals, families, and communities.