SOCIAL LEADERSHIP SPECIALIZATION
SOW 5535 - 12 Credit Hours

Course Description

This course is taken in the final semester(s) of the student's program. Prior to enrolling in SOW 5535, the student must have satisfactorily completed all prerequisites for this concentration, which includes all of the academic requirements for the degree with the exception of SOW 5535 (Field Education II) and SOW 5369 (Integrative Seminar) that must be taken concurrently.

The following objectives describe the expectations for advanced social policy and administration knowledge, values, and skills that students are expected to demonstrate at the completion of their field education experience. These students will gain an understanding of the roles of these professional social workers, which include, but are not limited to, the following: policy analysis; policy advocate; social planner; agency administrator; supervisor. Student competencies are built upon the academic preparation and field education during the foundation year for two-year students and during the Bachelors' degree program for advanced standing graduate students. Council on Social Work Education (EPAS 2015) Social Work Competencies assessed in this course include:

Competency 1: Demonstrate Ethical and Professional Behavior

Competency 2: Engage Diversity and Difference in Practice

Competency 3: Advance Human Rights and Social, Economic, and Environmental Justice

Competency 4: Engage in Practice-informed Research and Research-informed Practice

Competency 5: Engage in Policy Practice

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities

Competency 7: Assess Individuals, Families, Groups, Organizations, and Communities

Competency 8: Intervene with Individuals, Families, Groups, Organizations, and Communities

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities

COURSE OBJECTIVES

Upon completion of the course, the student will:

1. Identify as a professional social worker and conduct oneself accordingly.

Behavior	As Demonstrated By	Assignment
1. sa) Demonstrate skills in providing employee supervision (SA, SEM)	Identifying and articulating understanding of personnel policies and procedures. Identifying the management theories that are observed in the agency. Describing an understanding of the skills involved in the supervision of volunteers. Identifying and applying the basic skills and tasks of administrative practice. Assessing the effectiveness of personnel practices.	
1. sb) Demonstrate skills to manage an organization that promotes social work core values and ethical behavior (SA)	Articulating an understanding of confidentiality rights. Displaying personal behavior that is consistent with ethical guidelines. Consulting with supervisor about ethical issues, as needed. Demonstrating awareness of resources needed to resolve ethical dilemmas.	
1. sc) Apply critical thinking to the use of oral and written communication for 1) Social Work Admin; 2) organizational Development; and 3) policy analysis (OD, AP,)	Applying critical thinking skills to professional practice. Demonstrating the ability to link theory with practice.	

2. Engage Diversity and Difference in Practice.

Behavior	As Demonstrated By	Assignment
2. sa) Apply understanding of diversity and oppression to policy development (AP, SEM)	Identifying culturally competent administrative practices used in the agency. Demonstrating an understanding of personnel practices that affect cultural diversity in the workplace.	

3. Advance Human Rights and Social, Economic, and Environmental Justice.

Behavior	As Demonstrated By	Assignment
3. sa) Analyze the forms and mechanisms of systemic oppression and discrimination of a specific population (SA, SEM)	Articulating an understanding of the forms and mechanisms of oppression and discrimination in human service systems. Identifying ways in which systems negatively (racism, oppression, discrimination) affects the agency's target population.	
3. sb) Identify and apply strategies and mechanisms for advocacy with regards to a specific population (AP)	Demonstrating an understanding of the strategies for change. Describing the skills involved in advocating for social and economic justice.	

4. Engage in Practice-informed Research and Research-informed Practice.

Behavior	As Demonstrated By	Assignment
4. sa) Apply empirical research to inform macro practice and program development. (SA, AP, SEM)	Using data to support macro practice decisions and program development. Performing literature reviews that support program development strategy.	

5. Engage in Policy Practice.

Behavior	As Demonstrated By	Assignment
5. sa) Demonstrate effective oral and written communication, utilizing evidence in advocating for policy positions (AP)	Describing the impact of social policies on the community system in which the agency operates.	
5. sb) Identify strengths and limitations of a policy and its impact (AP)	Describing the impact of social policies on the agency and the clients served by the agency.	
5. sc) Apply strategies of social work values and ethics to arrive at principled decisions for program development. (SA)	Utilizing an ethical decision making model and social work ethics and values to inform program development.	

6. Engage with Individuals, Families, Groups, Organizations, and Communities.

Behavior	As Demonstrated By	Assignment
6. sa) Utilize self-awareness to minimize	Engaging in self-reflection to prevent personal values and biases	

Behavior	As Demonstrated By	Assignment
the influence of personal biases and values in interaction with internal and external components of an organization (SA)	from interfering with practice decisions. Identifying implicit and explicit bias.	
6. sb) Articulate and promote an organizational vision (OD)	Defining and advocating for the mission, vision, and values of an organization.	

7. Assess Individuals, Families, Groups, Organizations, and Communities.

Behavior	As Demonstrated By	Assignment
7. sa) Understand and critique environmental influences and how they impact 1) Social Work Admin; 2) organizational Development; and 3) policy analysis (OD, SA, AP)	Demonstrating the ability to plan and implement an organizational project. Demonstrating the ability to plan and implement a community change project. Describing the concepts and application of quality management at the agency.	
7. sb) Develop recommendations based on a needs assessment (OD, SEM)	Identifying strengths and challenges of the agency. Formulating recommendations based on a needs assessment	
7.sc) Develop a needs assessment (OD)	Identifying the components of a needs assessment.	

8. Intervene with Individuals, Families, Groups, Organizations, and Communities.

Behavior	As Demonstrated By	Assignment
8. sa) Apply understanding of environmental contexts to 1) Social Work Admin;	Identifying and describing the political dynamics of the organization.	

2) organizational Development; and 3) policy analysis (OD, SA, SEM)	Describing the agency's key relationships with community partners at the local and state levels. Demonstrating an understanding of the extent to which the agency participates in community wide planning efforts.	

9.   Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities.

Behavior	As Demonstrated By	Assignment
9. sa) Demonstrate skills in developing an evaluation plan (OD, SEM)	Demonstrating an ability to assess and apply research methodology to evaluating agency effectiveness. Articulating knowledge of program evaluation methodology. Assessing research to determine the effectiveness of the organizational model.	