



FLORIDA STATE UNIVERSITY
COLLEGE OF SOCIAL WORK
OFFICE OF FIELD INSTRUCTION

**OBJECTIVES FOR ADVANCED SOCIAL LEADERSHIP
CONCENTRATION
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 Instruction 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 which students are expected to demonstrate at the completion of their field instruction experience. These student 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 instruction during the foundation year for two-year students, and during the Bachelors' degree program for advanced standing graduate students.

Course Objectives

I. STUDENT LEARNING IN FIELD WORK

Learning and Supervision

The graduate student intern will

- Actively and appropriately seeks supervision to continue their professional growth and development.
- Demonstrate openness to learning and feedback.
- Apply critical thinking skills to professional practice.
- Demonstrate the ability to link theory with practice.
- Display the appropriate use of learning opportunities (training, readings, audio/video taping, etc.)
- Participate in the development and updating of the learning contract.

- Identify and discuss strengths and limitations in knowledge and skills.
- Act quickly to resolve any performance issues identified.

Professional Identification

- Demonstrate knowledge of and a commitment to social work ethics and values.
- Demonstrate compliance with the policy and procedures of the agency, College of Social Work, and Code of Ethics.
- Demonstrate an ability to recognize and resolve ethical dilemmas.
- Demonstrate the ability to communicate (both verbally and written) differentially with a variety of populations.
- Display an understanding of confidentiality rights.
- Prevents personal values and biases from interfering with practice decisions.
- Demonstrates appropriate professional boundaries.
- Display appropriate work attire.
- Demonstrates a professional work ethic (attendance, punctuality, follow up, etc.).
- Manage time and assignments effectively and efficiently.
- Demonstrate an ability to prioritize tasks and assignments.

II. HUMAN SERVICES SYSTEMS

The graduate student intern will

- Describes the agency's key relationships in its external environment.
- Demonstrates an understanding of the extent to which privatization has affected the agency.
- Demonstrates an understanding of the extent to which the agency participates in community wide planning efforts.
- Demonstrates an ability to assess and apply research methodology to evaluating agency effectiveness.
- Identifies ways in which the community service system negatively (racism, oppression, discrimination) affects the agency's target population.
- Demonstrates an understanding of the strategies for change and skills in advocating for social and economic justice.
- Understands the forms and mechanisms of oppression and discrimination in human service systems.

III. THEORY AND PRACTICE IN THE HUMAN SERVICE ORGANIZATION

The graduate student intern will

- Identifies the management theories) that are observed in the agency.
- Describes the client-centered administrative practice found in the agency.
- Identifies and describes culturally competent administrative practices used in the agency.
- Identifies the organizational theories observed in the agency.
- Describes, identifies and applies the basic skills and tasks of administrative practice.
- Describes the concepts and application of quality management at the agency.
- Demonstrates an understanding of the process and dynamics of task groups.
- Identifies and describes the political dynamics of the organization.
- Demonstrates knowledge of program evaluation methodology.

IV. BUDGETING AND FINANCE IN THE HUMAN SERVICES

The graduate student intern will

- Identifies and understands the agency's corporate status.
- Demonstrates knowledge of the financial management system of the agency.
- Identifies procedures and legal principles of accounting methods used by the agency.
- Identifies financial issues that affect the agency's ability to serve its client population.
- Demonstrates knowledge of and skill in budget construction, submission and modification.
- Demonstrates knowledge of the agency's fund procurement process.

V. ORGANIZATIONAL AND COMMUNITY SYSTEMS CHANGE

The graduate student intern will

- Demonstrates the ability to plan and implement an organizational project.
- Demonstrates the ability to plan and implement a community change project.
- Describes the impact of social policies on the agency.
- Describes the impact of social policies on the community system in which the agency operates.

VI. PERSONNEL ADMINISTRATION

The graduate student intern will

- Identifies and can develop personnel policies and procedures.
- Assesses the effectiveness of personnel practices.
- Demonstrates an understanding of the skills involved in the supervision of volunteers.
- Demonstrates an understanding of personnel practices that affect cultural diversity in the workplace.

VII. DATA MANAGEMENT TECHNOLOGIES

The graduate student intern will

- Identifies the ways in which the agency uses technology to manage data.
- Demonstrates competency in at least two data management techniques.

VIII. ETHICAL/ LEGAL ISSUES

The graduate student intern will

- Demonstrate knowledge and compliance with the ethical guidelines of the profession.
- Demonstrate awareness and sensitivity to ethical issues.
- Display personal behavior that is consistent with ethical guidelines.
- Consult with others about ethical issues, as needed.
- Demonstrate an awareness of resources needed to resolve ethical dilemmas.
- Demonstrate awareness of the legal mandates of an intern regarding reporting abuse, neglect, or exploitation.
- Demonstrate awareness of the legal mandates of an intern regarding confidentiality and privileged communications.
- Demonstrate awareness of the legal mandates of an intern regarding client access to records.