

TAMUCT
Bachelor of Social Work Program
SOWK 4324, Section110 – Social Work Practice II: Macro Interventions

Semester: Spring 2019
Meeting Time/Place: T & R, 5:30 – 6:45 PM Warrior Hall
Instructor: Kami L. Diaz, LCSW-S

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Office Hours: M & W 1:30pm-4:00pm (Available for pre-scheduled meetings on campus.)

Meeting with your Professor: *I am most reliably reached by email. You may also request time after class to meet. Please feel free to use me as a resource as you need throughout the semester.*

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Course Description

Catalog Description: Focus is on the theory and practice of social change at community, society, and global levels. Models of community organization—organizational change, community development, social action, and social planning will be emphasized, including methods of resource delivery and redistribution.

Prerequisites: SOWK 3301 (Methods and Skills of Interviewing) and SOWK 3311 (Practice I: Micro Interventions) with a grade of C or better **and** formal admission to the social work major.

Nature of Course

This course is designed to provide theoretical knowledge and a skill base for beginning professional generalist social work practice on the macro level. Students will learn the overall framework for the generalist method as it is applied to large systems in which social workers function, specifically communities and organizations. Course material will emphasize how these systems operate and will cover techniques for planning effective change. Specific tactics

appropriate for generalist macro practice will be discussed. Dual emphasis will be placed on the knowledge and the practice of these skills.

The social work department at TAMUCT uses the following definition of generalist practice in the BSW program:

Generalist Social Work Practice: Work with individuals, families, groups, communities and organizations in a variety of social work and host settings. Generalist practitioners view clients and client systems from a strength's perspective in order to recognize, support, and build upon the innate capabilities of all human beings. They use a professional problem solving process to engage, assess, broker services, advocate, counsel, educate, and organize with and on behalf of clients and client systems. In addition, generalist practitioners engage in community and organizational development. Finally, generalist practitioners evaluate service outcomes in order to continually improve the provision and quality of services most appropriate to client needs.

Generalist social work practice is guided by the NASW Code of Ethics and is committed to improving the well-being of individuals, families, groups, communities and organizations and furthering the goals of social justice. (Source: BPD website)

The following course has infused curriculum that prepares students with the necessary casework skills required by 45CFR 1356.60 Title IV-E Training Program.

Teaching Method

The primary teaching approaches in this course will be collaborative and active (applied) learning. Material in the course will be presented primarily through lecture, interactive class discussions, and student generated discussions based on projects. Students will present and must be able to work in groups. Students may also be expected to demonstrate initiative through project based learning. Some course material may be made available through Canvas.

Final Note on the Nature of this Course: Please note that this is a Dynamic Learning course. This means that this course is “ever changing” as it is based on the process and advancement of student learning. The nature of the material presented is heavily based in student-centered pedagogy; therefore, it is critically important to be aware that the richest experiences from the course require flexibility and receptivity to changes in the course schedule and assignments. The instructor will make every reasonable effort to notify students in advance of potential changes.

Program Mission

The mission of the Bachelor of Social Work Program at Texas A&M University - Central Texas is to prepare high quality graduates for entry-level generalist social work practice and advanced

education through education is delivered in a rigorous and student-centered learning environment that promotes professional behavior, values and ethics, human and community well-being, respect for human diversity, and a global perspective, and is guided by a person-in-environment framework, knowledge based on scientific inquiry, and social work competencies in support of the college and university missions.

Program Framework

The Social Work Program curriculum is rooted in a framework established by the Council on Social Work Education (CSWE). Specifically, the program endeavors to develop social workers who promote human and community well-being by being able to demonstrate the following 9 core competencies upon graduation:

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

Each core competency has specific, measurable practice behaviors that help students and their professors determine if the competency has been achieved. There are 41 total practice behaviors. The complete list of practice behaviors can be found at the end of this syllabus or by reviewing the student handbook.

Course Objectives & Related CSWE Practice Behaviors

This course provides content that helps to prepare you, the generalist social work student, to engage in the following CSWE competencies and related practice behaviors:

- 1.1 Make ethical decisions by applying the standards of the NASW Code of Ethics, relevant laws and regulations, models for ethical decision-making, ethical conduct of research, and additional codes of ethics as appropriate to context
- 1.2 Use reflection and self-regulation to manage personal values and maintain professionalism in practice situations
- 1.3 Demonstrate professional demeanor in behavior; appearance; and oral, written, and electronic communication
- 1.4 use technology ethically and appropriately to facilitate practice outcomes
- 1.5 use supervision and consultation to guide professional judgment and behavior

- 2.1 Apply and communicate understanding of the importance of diversity and difference in shaping life experiences in practice at the micro, mezzo, and macro levels
- 2.2 Present themselves as learners and engage clients and constituencies as experts of their own experiences
- 2.3 Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse clients and constituencies
- 3.1 Apply their understanding of social, economic, and environmental justice to advocate for human rights at the individual and system levels
- 3.2 Engage in practices that advance social, economic, and environmental justice
- 4.1 Use practice experience and theory to inform scientific inquiry and research
- 4.2 Apply critical thinking to engage in analysis of quantitative and qualitative research methods and research findings
- 4.3 use and translate research evidence to inform and improve practice, policy, and service delivery
- 5.1 Identify social policy at the local, state, and federal level that impacts well-being, service delivery, and access to social services
- 5.2 Assess how social welfare and economic policies impact the delivery of and access to social service
- 5.3 Apply critical thinking to analyze, formulate, and advocate for policies that advance human rights and social, economic, and environmental justice
- 6.1 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks to engage with clients and constituencies
- 6.2 Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies
- 7.1 Collect and organize data, and apply critical thinking to interpret information from clients and constituencies
- 7.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the analysis of assessment data from clients and constituencies
- 7.3 Develop mutually agreed-on intervention goals and objectives based on the critical assessment of strengths, needs, and challenges within clients and constituencies
- 7.4 Select appropriate intervention strategies based on the assessment, research knowledge, and values and preferences of clients and constituencies
- 8.1 Critically choose and implement interventions to achieve practice goals and enhance capacities of clients and constituencies
- 8.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in interventions with clients and constituencies
- 8.3 Use inter-professional collaboration as appropriate to achieve beneficial practice outcomes
- 8.4 Negotiate, mediate, and advocate with and on behalf of diverse clients and constituencies

8.5 Facilitate effective transitions and endings that advance mutually agreed-on goals

9.1 Select and use appropriate methods for evaluation of outcomes

9.2 Apply knowledge of human behavior and the social environment, person-in-environment, and other multidisciplinary theoretical frameworks in the evaluation of outcomes

9.3 Critically analyze, monitor, and evaluate intervention and program processes and outcomes

9.4 Apply evaluation findings to improve practice effectiveness at the micro, mezzo, and macro levels

The objectives for this course, that support the CSWE related practice behaviors, are:

1. Students will be able to identify macro social work practice as evidenced by correctly discriminating between micro, mezzo and macro scenarios.
2. Students will be able to describe skills, theories, and models applicable to macro social work practice.
3. Students will be able to use knowledge of macro practice to affect social change.
4. Students will be able to apply social work ethics to macro practice situations.

The following table shows the relationship between: A) the course objectives, B) the CSWE

A. Objectives <i>(By the completion of the course, it is expected that you will be able to...)</i>	B. CSWE Related Practice Behaviors <i>(This is the practice behavior that objective supports)</i>	C. Course Assignments <i>(This is the assignment used to assess your ability to fulfill the objective related to the practice behavior)</i>
1. Identify macro social work practice as evidenced by correctly discriminating between micro, mezzo and macro scenarios.	6.1-9.4	Examinations Macro Assessment Macro Plan Presentation
2. Describe skills, theories, and models applicable to macro and professional social work practice.	2.1-4.3, 5.1-5.3,	Examinations Macro Assessment Macro Plan Group Engagement
3. Employ knowledge of macro skills, theories, models, and practice to affect social change.	6.1-9.4, 2.1-5.3	Macro Project parts I-IV Examinations Group Engagement
4. Apply social work ethics to macro practice	1.1-1.5	Examinations Macro Projects Group Engagement

related practice behaviors, and C) the assignments used to assess your ability to fulfill the objective related to the practice behavior:

Course Requirements

Required Text:

- Kirst-Ashman, K. & Hull, G. H. (2014). *Generalist practice with organizations and communities* (6th ed.). Belmont, CA: Thomson/Brooks/Cole.
- Ferguson, M. Neuroth-Gatlin, H., & Borasky, S. (2010). *Caught in the Storm*. Chicago: Lyceum Books.
- Additional resources may be placed on Canvas.

Grades & Assignments:

A total of 600 points can be earned from the course assignments. Assignments are "weighted". This means that each assignment is worth a certain percentage toward your final grade. Students must receive a grade of "C" (70%) or better to pass this course. Point and weight distinctions are as follows:

Course Assignment	Total possible points
Macro Project Part I: Needs Assessment	135
Macro Project Part II: Community Plan	135
Macro Project Part III: Final Group Feedback	70
Three Exams @ 100	300
Macro Project Part IV: Presentation	60
Total	700

Final Points & Percentages* and Corresponding Grades are based on the following:

A = 90% to 100% (630 to 700 points)

B = 89% to 80% (560 to 629 points)

C = 79% to 70% (490 to 559 points)

D = 69% to 60% (420 to 489 points)

F = 59% or less (419 points or less)

*Note: Final grade percentages are rounded to the next highest value (ex: 79.5% = 80%)

Course Assignments:

The following activities will be completed during the semester.

Macro Project:

Students will work collaboratively and individually to complete several assignments toward the macro project. Part I of the assignment will be the *Macro*

Community Needs Assessment, which will require students to work collaboratively, in assigned groups, to collect data, conduct research and assessment activities and to write a report on a community/agency-based social welfare issue or problem selected by the group. Students should not go too broadly in their topic as this will be difficult to manage in the context of the term. For example – improving services for the mentally ill – is too broad. The issue should be local and narrowly defined enough to be manageable. ***Students are strongly encouraged to select a topic early, discuss it in class, and get clearance from the instructor!*** *An assessment is just that – an assessment, a statement of the problem, not giving solutions or services to resolve the problem/issue.* Following the assessment, students will work collaboratively, to complete Part II, the ***Community Plan***, which is a community based plan of action based on the findings from the completed assessment report. This plan is a concrete set of activities designed to address the problem identified and to provide a basis for implementation and follow up. Part III and Part IV of the project can be completed at various times. Part III, the ***Macro Group Feedback***, The students will rate their teammates on factors contributing to the overall group process. In part IV, the ***Macro Project Presentation*** involves students presenting their overall process and results from the project in a group format. Each assignment will be explained in detail in class and outlines provided in class.

Macro Project Assignment Requirements & Guidelines:

Students will be expected to work collaboratively to complete the macro assignments. Students will be expected to follow the outlines, resources, and directions provided in class and in Canvas to successfully complete the assignments. **Each student is expected to contribute substantially to the final product, and failure to do so will likely result in a lower grade.**

Students will also take three exams based on the class lecture and readings. Students will also complete an 8-10 minute individual presentation to the class on the macro practice topic that the student group completed.

Note:

Unexcused absences, tardiness, or early departure from class may ultimately affect your grade since you will not benefit from the class discussion or presentation. You may not be able to adequately clarify questions about the material, the community process, or how to apply material to the process.

The rationale for this is that attendance and participation are critical elements to the full breadth and depth of learning in the course; therefore, students are expected to be present in class during the days we meet and to richly engage in

class (i.e. be prepared with readings and assignments, participate in in-class discussions, actively listening to discussions and lectures taking place in class, etc.).

Class Policies

The following policies apply to all students enrolled in this course:

1. Students are not permitted to enter class more than ten (10) minutes late (or leave 10 minutes early without permission).
2. It is expected that all students will take care of personal affairs (i.e., get beverages, take care of phone calls, meeting with students and other professors, use the restroom, etc.) before class begins. Students who have a medical/physical condition for which they need to request an exception to this policy are advised to speak with the Disability Services Coordinator and/or discuss this with the professor to see if an exception can be granted.
3. Students are expected to display professional decorum at all times. This includes, but is not limited to, respecting classmates and the instructor. In this regard, it is expected that students will not speak to/hold conversations with/pass notes to other students, use cell phones, or engage in other types of unprofessional behaviors once class has begun. Talking during lecture, out of turn, or while other students are talking is disruptive to the learning environment, disrespectful to peers, and unprofessional in demeanor. Students are strongly encouraged to engage in discussion in a respectful and appropriate manner. *Please note: This professor will NOT assign seats to students. If behavior accelerates to such a need, a meeting will be requested with the student, the instructor and potentially the department to address appropriateness to be able to continue with the course. If it is determined that the behavior significantly impacts/impairs learning for other students, the student may be asked to leave the class permanently, resulting in an F for the course.*
4. To support the academic learning environment, students are asked to refrain from sharing personal information in class that will not support/add significantly to the class discussion.
5. **NO TECHNOLOGY IS PERMITTED DURING IN CLASS EXAMS, QUIZZES, OR OTHER TYPES OF ASSIGNMENTS AS DEFINED BY THE PROFESSOR, UNLESS GIVEN SPECIFIC PERMISSION BY THE PROFESSOR.** During such assignments, students may be asked to turn in cell phones to the professor, place bags beneath desk or to the side of class, or other request to minimize use of such technology. Students discovered to be using cell phones, ipads, e-readers, recording devices, etc. during assignments without expressed, written approval by the professor to do so will receive a zero (0) for the assignment and referred to Student Affairs for academic integrity concerns. Students warned against doing so once and found to do so again *in this or any subsequent course* will receive an F for the course in which the behavior was identified and referred to Student Affairs.
6. Students are **NOT** permitted to work collaboratively (together) on *any* assignment unless given **EXPRESSED** permission by the instructor to do so. This includes homework, take home quizzes, papers, etc. Failure to adhere to this policy can result in a zero (0) on the assignment and referral to Student Affairs for academic integrity concerns.

7. **All assignments must be turned in at the beginning of class on the day they are due** unless indicated otherwise by the professor. The professor will explain to you when the beginning of class is for the course (*for example*: 10 minutes after the start of class, following the class greeting by the instructor, etc.). Late work ***will not*** be accepted or graded unless this has been discussed with and approved by the professor **BEFORE** the due date (not the due time) of the assignment. ***Being absent from class on a day when an assignment is due does NOT grant a student an extension to the due date***; the student must still arrange to get that assignment turned in to the professor before class starts. Allowing students to turn in assignments late for a grade is not fair to other students who get their work done on time, disrupts the grading process for the professors, and sends a message that such behavior is professionally “okay,” which it is not. This, as well as all other policies, will be held to strict code, and failure to adhere to this policy will result in a zero (0) for the assignment. This is inclusive of all assignments.
8. Unless otherwise noted, hard copies of papers must be submitted. Students should be prepared to submit electronic copies of any paper for class at the discretion of the instructor.
9. All papers submitted for grading **MUST** adhere to APA 6th edition standards unless otherwise stated by the professor. This means that all papers must, *minimally*, be: 1) typed, 2) double spaced, 3) use Times New Roman font, 4) use 12 point font, 5) include an APA style cover page, and 6) include in-text citations **AND** a reference page for **ANY SOURCED INFORMATION** (this includes information learned in current or previous classes, read online, learned during a personal communication, reviewed over email, read in a text-book, etc.). Further, all typed papers submitted in class **MUST** be stapled or clipped together (if too large for staple). It is not acceptable, nor professional, to hand in a paper that is not professionally bound (in academia, professionally bound means stapled or securely clipped together). Unless instructed to do so, submitting papers in folders, binders, etc. are not required and should be limited in use.
10. TAMU-CT expects all students to maintain high standards of personal and scholarly conduct and avoid any form of academic dishonesty. Academic dishonesty includes, but is not limited to, plagiarism (intentional or unintentional), copying another person's work, turning in someone else's work as your own, downloading material from the internet and inserting it into a paper as if it was your own work, taking ideas from classes or readings and putting them in a paper without citations/references, cheating on an examination or other academic work, collusion, and the abuse of resource materials. Any idea, even paraphrased ideas, used or borrowed must be given credit by showing the source with an appropriate citation and reference. **Any student who violates class and/or university policies regarding Academic Honesty will be sanctioned according to the University and program guidelines.** More information on university policies can be found at www.ct.tamus.edu/studentconduct. A copy of the University's policy is also located at the end of this syllabus.
11. **Additional & Important Note on Writing Assignments:** All written assignments are expected to be the original work of the student. While paraphrasing and some direct quotations are permitted, it is expected this will be done within the context of your own analysis and synthesis of the information read. Paraphrasing is a skill of reading information and, using your own thoughts, summarizing the information in a way that supports the topic discussed. While the paraphrase involves your own thoughts, it

originates from a source and that source is cited. Quoting is a matter of taking words, verbatim, from another source and restating them without, or with minimal, manipulation. Quotations are placed in quotation marks (“ ”) or placed in a block format within the text. Quoting does not involve analysis and synthesizing and, therefore, does not require critical thinking except when used appropriately to support (not substitute) an idea. Because of this, students are discouraged from using significant quotations as this limits your learning experience. Students found to excessively quote will be penalized. Students using words as their own without **appropriately** citing will be penalized – including failing the assignment and up to failing the course. Students found to have plagiarized (using words as your own without giving **proper credit**, whether paraphrasing or directly quoting) will also be referred to the Student Affairs. Therefore, it is **VERY** important that students take academic integrity in writing very seriously. If you are in doubt, it is always best to cite your source and/or speak with your professor for more guidance. The Writing Center, Library, and Owl Purdue are also resources that can help you. *A copy of this statement is located at the end of this syllabus. You are required to acknowledge receipt and understanding regarding the policy for academic integrity in this course by signing and submitting the acknowledgement statement no later than the second (2nd) week of class. Failure to do so will result in consultation with the professor, program faculty and/or Student Affairs and could limit your successful continuation in this course.*

12. Class discussions, oral presentations, and written materials must adhere to professional standards of expression and conform to the style described by the American Psychological Association (APA, 2009). This includes avoidance of the use of language that degrades women, people of color, gays, lesbians, bisexuals, transgendered, and other diverse and at-risk populations. All students are expected to display the utmost respect for all people, regardless of differences.
13. **Tests** begin promptly on time. No test will be distributed after the first person has left the room.

Final Note Regarding Class Policies

The aforementioned policies are designed to create and foster a positive and rewarding learning environment for all students. Failure to adhere to the aforementioned class policies, as well as university policies, demonstrates a potential inability to conduct oneself professionally in the field of study. These policies are applicable throughout the program and, as such, students who consistently fail to comply with these policies will be considered inappropriate candidates for field placement and/or the degree of Bachelor of Social Work at TAMU-CT, as their behavior is considered inappropriate for a social work practitioner.

An assessment of student behavior as it relates to class policies, and overall decorum required throughout the TAMU-CT social work program and the University, is provided via the “Rubric for Assessing Professional Behaviors” (attached to this syllabus). Any student in this course found to perform below the standard requirements will be provided with a rubric outlining areas for concern. Failure to obtain scores of 3 or 4 in any of the

15 professional behavior areas listed in the rubric will limit a student's ability to be assigned a field placement and/or can result in removal from a field placement. These behaviors, which align with the National Association of Social Workers (NASWs) core values and ethics, TAMU-CTs Code of Conduct, and the Social Work Program class policies, are considered the expected professional behaviors of social work interns and future generalist social workers and, therefore, are held to the strictest code.

VIII. University Policies

If you discover that you need to drop this class, you must go to the Records Office and ask for the necessary paperwork. Professors cannot drop students; this is always the responsibility of the student. The records office will give a deadline for which the form must be completed, returned, and signed. Once you return the signed form to the records office and wait 24 hours, you must go into Duck Trax and confirm that you are no longer enrolled. If you are still enrolled, FOLLOW-UP with the records office immediately. You are to attend class until the procedure is complete to avoid penalty for absence. Should you miss the deadline or fail to follow the procedure, you will receive an F in the course.

1. Academic Integrity

Texas A&M University - Central Texas expects all students to maintain high standards of honor in personal and scholarly conduct. Any deviation from this expectation may result in a minimum of a failing grade for the assignment and potentially a failing grade for the course. All academic dishonesty concerns will be reported to the university's Office of Student Conduct. Academic dishonesty includes, but is not limited to, cheating on an examination or other academic work, plagiarism and improper citation of sources, using another student's work, collusion, and the abuse of resource materials. When in doubt on collaboration, citation, or any issue, please contact me before taking a course of action. More information can be found at <http://www.tamuct.edu/departments/studentconduct/academicintegrity.php>

2. Disability Services

If you have or believe you have a disability and wish to self-identify, you can do so by providing documentation to the Disability Support Coordinator. Students are encouraged to seek information about accommodations to help assure success in their courses. Please call (254) 501-5831 or visit Founder's Hall 114, Suite 114. Additional information can be found at <http://www.tamuct.edu/departments/disabilitysupport/index.php>

3. Library Services

INFORMATION LITERACY focuses on research skills which prepare individuals to live and work in an information-centered society. Librarians will work with students in the development of critical reasoning, ethical use of information, and the appropriate use of secondary research techniques. Help may include, yet is not limited to: exploration of information resources such as library collections and services, identification of subject databases and scholarly journals, and execution of

effective search strategies. Library Resources are outlined and accessed at.
<http://www.tamuct.edu/library>

5. **The University Writing Center**

The University Writing Center at Texas A&M University-Central Texas is a free workspace open to all TAMUCT students. The UWC is located in 416 Warrior Hall. The center is open 1pm-6pm Monday-Thursday during the summer semester. Students may work independently in the UWC by checking out a laptop that runs the Microsoft Office suite and connects to WIFI, or by consulting our resources on writing, including all of the relevant style guides. Students may also arrange a one-on-one session with a trained and experienced writing tutor. Tutorials can be arranged by visiting the UWC. Tutors are prepared to help writers of all levels and abilities at any stage of the writing process. Sessions typically last between 20-30 minutes. While tutors will not write, edit, or grade papers, they will help students develop more effective invention and revision strategies.

5. **Tutoring Services**

Tutoring is available to all TAMUCT students, both on-campus and online. Subjects tutored include Accounting, Finance, Statistics, Mathematics, and Writing. Tutors are available at the Tutoring Center in Warrior Hall, Room 111. Visit www.ct.tamus.edu/AcademicSupport and click "Tutoring Support" for tutor schedules and contact info. If you have questions, need to schedule a tutoring session, or if you're interested in becoming a tutor, contact Academic Support Programs at 254-501-5830 or by emailing tutoring@ct.tamus.edu.

Chat live with a tutor 24/7 for almost any subject on your computer! Tutor.com is an online tutoring platform that enables TAMU-CT students to log-in and receive FREE online tutoring and writing support. This tool provides tutoring in Mathematics, Writing, Career Writing, Chemistry, Physics, Biology, Spanish, Calculus, and Statistics. To access Tutor.com, log into your Blackboard account and click "Online Tutoring."

6. **Textbook Purchasing**


A student of this institution is not under any obligation to purchase a textbook from a university-affiliated bookstore. The same textbook may also be available from an independent retailer, including an online retailer.


Course Schedule*

**Please note: Lessons are often adapted based upon the learning needs/progress of the class. Therefore, the professor reserves the right to amend the course schedule at any time. It is advisable that students consult with professor before moving too far ahead in the course schedule.*

DATE	ACTIVITY	READING & ASSIGNMENTS DUE
1.15 & 1.17	Introduction to Practice II Macro Interventions <ul style="list-style-type: none"> • Student & Professor Introductions • Syllabus Review/Course Plans & Expectations • Introduction to the web assist course format Preparing to engage in Macro Change (In Class) <ul style="list-style-type: none"> • Macro Project Review 	Reading: Syllabus Reading: Kirst-Ashman & Hull: Chapter 1 Reading: Caught in the Storm Assignment/Class Prep: begin reading
1.22 & 1.24	Processing the Issue from a Macro Perspective <ul style="list-style-type: none"> • Questions and discussion of reading • Macro as policy, organizational & community change • Discussion of Macro Assignments • Group Assignments 	Class Assignment of Groups
1.29 & 1.31	Generalist Practice and Applications to Macro Practice <ul style="list-style-type: none"> • Overview of generalist practice • Systems • Person-In-Environment • Strengths • Problem Solving • Discussion of Macro Project Topics 	Reading/Prep: Generalist definition from syllabus Kirst-Ashman & Hull: Chap. 1 Assignment of Individual Presentation Topics
2.5	Social Work Ethics and Macro Practice <ul style="list-style-type: none"> • Purpose of Code of Ethics • NASW & TX licensing code of ethics • Organizational Code of Ethics • Ethics in relation to system-client, colleagues, profession, ect. • Social worker responsibility for ethical non-direct practice • Consequences for unethical practice 	Reading: Kirst-Ashman & Hull: Chap. 11 NASW Code of Ethics Assignment: Discussion of Caught in the Storm Discussion of Code of Ethics

2.7	<p>Problem Solving: Engagement and Data Collection in Macro Practice</p> <ul style="list-style-type: none"> Engagement and the nature of the relationship Engagement with peers and community representatives and leaders Sources of Data-interviews, documents, budgets, reports, plans, and demographics Weighting and evaluating data 	<p>Reading: Kirst-Ashman & Hull: Chap. 2 & 3</p>
2.12	<p>Understanding & Managing Diversity, Ethics and Ethical Dilemmas in Macro Practice</p> <ul style="list-style-type: none"> Exploring cultural humility in a macro context Importance of sensitivity to diversity in community practice Possible areas of local diversity- race, religion, gender, LGBT, veteran, disability, age- others 	<p>Reading: Kirst-Ashman & Hull: Chap. 10</p> <p>Individual student presentations begin</p>
2.14	EXAM	
2.19	<p>Assessment in Macro Practice</p> <p>Team Discussions of Topics & Assessments</p>	<p>Assignment:</p> <p>Discuss and concept pieces for needs assessment</p> <p>Blackboard sample community assessment</p>
2.21	NO CLASS (Library Day)	<p>Assignment:</p> <p>Meet with your team to discuss Course Project</p>
2.26 & 2.28	Discussion of Assessment	<p>Reading: Kirst-Ashman & Hull: Chap. 5</p> <p>Assignment/Class Prep: Rough draft of needs assessment</p>
3.5	Discussion of Assessments	<p>Assignment: Review social justice music (Blackboard)</p> <p>Reading: Kirst-Ashman & Hull: Chap. 6</p>

		Assignment: <u>Needs Assessments due by 11:59pm</u>
3.7	EXAM 2	Meet in groups to discuss where to go with assessment
3.12 & 3.14	SPRING BREAK	
3.19	Discussion of Social Justice Music Discussion of Planning Process <ul style="list-style-type: none"> • Purpose of Plan • Goals • Objectives • Tasks • Time Measures 	Individual Student Presentations
3.21	Planning Process Continued Macro Change Through Intervention <ul style="list-style-type: none"> • Strategies of Macro Intervention • Social Planning, Locality Development, Social Action 	Sample Plan on Canvas Individual Student Presentations
3.26	Macro Change Continued Policy Change Through Policy Practice	Readings: Kirst-Ashman & Hull: Chap. 7
3.28	NO CLASS (Library Day)	Readings: Kirst-Ashman & Hull: Chap. 8 <u>Community Plan due by 11:59pm</u>
4.2	Discussion of Plans Macro Intervention	Assignment: Final Group Feedback Ratings Due
4.4	Evaluation of Practice <ul style="list-style-type: none"> • Evaluating Practice • Termination 	
4.9 & 4.11	Group Presentation of Projects	

4.16 & 4.18	Group Presentation of Projects	
4.23	Wrap Up	
4.25	Exam 3	
4.30 & 5.2	Flex For Additional Time If Needed	
		

Bibliography

The following resources can be used by students to provide further information on the topics covered by the course:

American Psychological Association. (2009). *Publication manual of the American Psychological Association, (6th ed.)*. Washington D.C.: Author.

ACOSA Website (Blackboard)

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Practice II: Macro Interventions Needs Assessment Assignment Requirements & Grading Rubric

Overview: The Needs Assessment paper serves as the foundation to the Macro Assignments (Macro Project Part I). As such, the assignment is to include the following components to support the Community Action Project, Presentation and Group Feedback Assignment.

To guide completion of the assessment, students should begin by reading the Kirst Ashman & Hull text Chapter 5 & 7.

Directions: Using this as a guide, along with the class discussion and notes, students are to work collaboratively (in assigned groups provided by the instructor) to complete and submit a community based needs assessment. The completed assessment must be in APA format, be approximately 7-9 pages in length (not including cover, table of contents, references or appendices), and submitted on time. No abstract is needed. One person from each group will submit an assessment for the entire group (i.e. one assessment per group). Late assignments will receive a ten point per day deduction.

Note: The pages provided above and below for each section serve as a **GUIDE ONLY**. You are not required to stay within these page parameters. Content is more important than the number of pages!

In this assignment students are required to develop a community assessment centered on a real life macro problem that they identify. **Early selection of a problem is critical to successful completion.** If unable to identify a problem in a timely manner, the instructor will select an issue/problem.

Students will work in groups no larger than 4 selected by the instructor to identify a problem, collect data, and present the problem in written form. Selection of the problem will be discussed in class and requires approval of the instructor. Students will need to remember that in selecting a problem they will need to devise a plan to address it and this should be something they could actually do. Try to choose something for a topic that could have real meaning for the organization/community if done. Also try to get something narrow enough that it is manageable within the parameters of the class.

You should look for a current issue or problem that affects the local or regional social work, social welfare, or even campus community at TAMUCT. Your problem must be something that is manageable to address in a semester. **General policy papers or past assessments completed in other classes are not acceptable.** As an initial stage of the assessment you should collect specific, concrete, current data from the organization, state, local and/or federal sources to identify the characteristics of the problem and the justification for addressing the problem. **The lack of something is not an acceptable justification for your project.** You should clearly identify the specific issue that you wish to investigate and why it is important to address it.

Data should be used to narrow down and define issues, the population affected, ethical issues, diversity, populations-at-risk, economics and socio-economic conditions, and unique characteristics of the problem. Relevant demographic data should be presented to identify a profile of the community problem of interest. Data collection should be tightly focused on the nature and scope of this issue within the context of the broader community. **It is imperative, as in any good assessment, that it be supported by specific, documentable, and empirical information.** Otherwise this is more opinion than evidence based practice.

At a minimum, the assessment paper that is generated must be professionally written and appropriate sources cited. It should identify the issue of interest clearly and why it is important, the problem must be placed in an appropriate community context, the scope of the problem identified, and current resources that are available to address the issue. The assessment should conclude with a brief statement of what might be needed.

The assessment should include any differential effects on sub-groups of the population and social and economic justice or ethical issues that are raised. Any strengths of the community and/or service networks should be identified. **It is very important that this assessment be supported with concrete data (cite the source). You have a sample community assessment on Blackboard and it is best not to try to copy it too closely as your projects is different. This is only an example!**

Grading: This is a group grade assignment. Up to 135 points can be earned. Criteria used for grading are 1) clarity of writing (including APA), 2) clearly sourced information, 3) use of concrete data to support assessment, and 4) demonstration of problem solving and generalist knowledge & skills.

Needs Assessment

Part I: Planning and Organization (approximately 4-6 pages total)

A. Information Gathering/Agency Description

- a. Identify the community/organization and key partners/collaborators related to this problem. Essentially you are both asset mapping and identifying needs.
- b. Describe the community/organization logistically and demographically. *For example:* Where is it located? Who or where does it reach? Describe the community and environment and what makes it unique. What are the historic, economic, sociocultural, political, gender, age, religious, political, racial, etc. components of the environment? What are the major social problems and service agencies prevalent in the community? Give the reader an overall picture of your target system (organization/community).

B. Agency/Program Background

- a. Using relevant data sources, literature, and scholarly publications (such as journal articles, news reports, census, agency reports, etc.), provide background information about the target system and social problem. Use this information to tell your reader what the needs are and the gap between needs and available services. Also how any target agency fits with the community and community need. Include information on what the literature lists as recommendations for program considerations and/or success. Papers should have at least 5 sources including 2 scholarly articles (social work preferred) with appropriate citations (American Psychological Association 6th edition) and reference page. **NOTE:** Excessive quotations (more than 2 direct quotes) will result in 3-point deduction on the assignment for every excessive citation used (3 or more). Failure to appropriately cite sources can significantly impact grade (including failure of the assignment for ALL members. See class policies on academic integrity).

C. Needs Assessment Goals and Objectives

- a. Identify the purpose of the needs assessment. *Example:* The purpose of this assessment is to establish agency strengths as well as recommendations for ABC program to enhance service delivery to children and families.
- b. Evaluate the information you have collected and explain what it means in terms of unmet needs and resources.
- c. Describe the target audiences for the completed assessment. Professor? Direct Staff? Executive Staff? Board Members? Students?
- d. Describe the role of group members in the Needs Assessment development, implementation, and submission.

Part II: Data Collection (approximately 2-3 pages)

A. Methodology

- a. Method Description. Identify the WHAT. What methods were used to collect data? What were the sources? For example, retrieved data, focus groups, surveys, face-to-face interviews, a combination? Provide rationale for why the specific method(s) was used. Also describe the HOW. How was the data collected? Did one person from the group meet with agency staff? Did a group meet with staff or clients? When did this take place? Where did the data collection occur? Help your audience understand what you did and how you did it.
- b. Data Sources. Describe the sources from which data was obtained. (clients, staff, community agencies, records, reports, census, etc.).
- c. Evaluate the data. Which were the strongest/most reliable data sources used, and explain why.

Part III: Results and Discussion (approximately 1-2 pages)

A. Results

- a. Summarize the assessment you have made of the data. You may use a combination of quantitative and qualitative information as appropriate. Charts and graphs can be useful tools to help display data.
- b. Discuss the outcomes of the data and summarize overall findings. Discuss the main issues of the agency/client/community needs and discuss the strengths of the agency and clients served.
- c. Include a brief (one paragraph) list of potential recommendations based upon findings from the assessment. Do not lay out a full plan of action or services at this point. Recommendations should be feasible and realistic (i.e., achievable based on the available resources and strengths of the agency). At least one recommendation should include YOUR GROUP'S ROLE in the change process and the ability of the group to accomplish the task within the semester. **THIS WILL BECOME YOUR COMMUNITY ACTION PROJECT AND YOU WILL DEVELOP A PLAN FOR THIS!**

***Please note:** This is a group assignment; ALL members are held to the ethical/professional standards and class/university policies outlined in this syllabus. Excessive quotations, inappropriate citations, plagiarism, or other unprofessional or unacceptable forms of writing on this assignment can and will impact **the entire group** - including but not limited to academic penalties. Please reference the class/university policies and syllabus attachments regarding academic integrity for more information. Completed papers should use APA 6th edition style headers that follow this outline. See the PowerPoint related to this assignment and reference class lecture/discussion for more information on structure and content requirements.*

Practice II: Macro Practice Needs Assessment Grading Rubric

Group: _____

Date: _____

Content: Content of assessment includes: 1) All information referenced in the Needs Assessment Assignment outline, and 2) Professional presentation.

Content Point Definitions (note: percentages will be in a range between these examples and then converted to a 135 point scale:

100 pct. - All items covered completely in content and group has expanded beyond what is expected in a manner that is relevant and meaningful to the topic. The group has used a wealth of resources to provide meaningful breadth and depth to the content while making points clear and the overall paper is concise (points made are solid; without redundancy and extra “filler”). The paper has a clear “wow” factor that shows seriousness of assignment and use of all available resources to make a powerful report. Presentation of content is professional quality in that appropriate sources, citations and references are used throughout and paragraphs are appropriately indented and spaced. Graphs, tables, figures, and/or appendices are adequately used to supplement the paper’s content and add an additional and professional “over the top” appeal to the paper. Content and presentation are considered stellar (“A” grade) for this course.

75 pct. - All items are covered as required and expected with moderate expansion in context that is relevant to the content. The group has covered key points of the assessment with only moderately vague and/or insignificant (extra/redundant) wording. Points are clear overall but there are a few points that leave the reader asking “why” questions and/or wanting more information. The group has done a good job with presentation in that it is professional with very minor errors. Graphs, tables, figures, and/or appendices are appropriately used to supplement the paper’s content. Sections are readable, references and sources used are appropriate, and there are several sections of the paper that are considered impressive resulting in above average (“B” grade”) quality for this course.

50 pct. The group has met the standard assignment requirements. There is little to no expansion beyond what is required. Some parts are terse (brief) and/or vague but the point is understood. There are several areas that leave the reader asking “why” questions and/or wanting more information. Presentation is acceptable. There are a few errors in paragraph alignments and/or spacing. The required number of sources are used, although the sources do not add substantially to the context. Graphs, tables, figures, and/or appendices are used to supplement the paper’s content; however, there are points where it may be unclear/unnecessary regarding their addition. The overall impression of the paper is of average (“C” grade) quality for this course.

25 pct. The group has minimally covered the topic and/or demonstrated minimal understanding of the assignment. Areas of the assignment are incomplete and/or too little

information is provided. The overall readability and/or presentation of the paper are poor due to poor alignment/spacing of paragraphs and inappropriate/incorrect use of sources/citations. There are significant areas that leave the reader asking “why” questions and/or wanting more information. If graphs, tables, figures, and/or appendices are used, they are not used correctly and/or do not appear to supplement the paper’s content. The overall impression of the paper is below average (“D” grade) quality for this course.

10 pct. The group demonstrates poor comprehension/awareness of assignment as evidenced by lack of inclusion of required information, loose/tangential referencing to subject matter, and/or poor/ineffective descriptions/recommendations. Presentation of material is subpar as evidenced by incorrect alignment of paragraphs and spacing, consistently incorrect method of sourcing required information, and poor and/or lack of use of graphs, tables, figures and/or appendices where needed/as appropriate. The quality of work demonstrates little effort or failure to use all available sources to develop at least standard quality work. The overall paper yields poor (“F” grade) quality work for this course.

0 pct. - Group does not submit Needs Assessment/or does not submit by due date.

Practice II: Macro Practice Community Action Plan & Grading Rubric

Directions: The Students are to develop a written plan for appropriate intervention (s) based on the following guidelines:

Planning for Change

Now that you demonstrated your ability to do a community assessment **Stage 1**, you should demonstrate that you can develop a workable plan for addressing it. In developing the plan you are to work from the assessment to develop a comprehensive approach to implement strategies for the problem(s) you identified. A sample macro plan will be provided on Blackboard to give you an idea of what something like this might look like.

In your plan you should identify goals, objectives, tasks, time frames, and measures of success that would be involved in a realistic social work plan to address the problem. Failure to address all of these elements will cost the group points. The framework for the presentation of goals, objectives, tasks, etc, is outlined and demonstrated in class and students are expected to be there and ask questions for clarity if needed.

Generally the body of the plan will be in an outline format with each goal followed by related objectives, each objective followed by related tasks etc. The plan will also contain a narrative section before or after the outline to explain the plan. You are provided with an example macro plan on Blackboard. **Do not try to copy the plan too closely as it an example and was used for another purpose.**

Your plan should be evidence based. This means that you should review any relevant literature related to this issue to help identify potential solutions. You should then develop a written plan for intervention to affect change and connect this to your literature review. All references should be appropriately cited (minimum of five required). Wikipedia will not be accepted as a source and no more than two of the five sources may be from the internet (although you may have more than 5). At least two of the five sources, excluding the class texts and readings, should be used to support your plan. A minimum of two of these sources must be from social work journals. If you don't know what these are then ask. Some references from social work sources should be included if possible. Failure to include goals, objectives, tasks, time frames or measures will result in major point deductions from the grade as the plan will not be complete.

This assignment uses the same grading rubric as the assessment.

Practice II: Macro Interventions Presentation Requirements & Grading Rubric

Overview: The Macro Presentation (Part IV of the Macro Project) serves as the culminating, action-oriented event for the macro group participants. Group members present their process and results of the macro project using specific parameters provided by the instructor. Due to the dynamic nature of the course, as outlined in the earlier part of the syllabus, the requirements for the presentation are generally unique for each course and, therefore, are provided to the students closer to the time of the presentation. Students are to be aware that the presentation can often be to the macro client and other community and school members; hence, this is a professional presentation and students are expected to conduct themselves accordingly.

Directions: Using the information provided by the instructor regarding presentation content and structure requirements, students are to work collaboratively to complete a presentation of their process and findings on the macro project.

Grading: The macro presentation is worth a maximum of 30 points. Students complete the presentation collaboratively and receive individual scores on the Nonverbal and Verbal skills section of the rubric and collectively on the content and timing sections. Electronic posters are an effective way to display information visually in a brief format.

Practice II: Macro Interventions Group Feedback Assignment Requirements & Grading Rubric

Overview: Students will be graded on feedback provided by group members as well as feedback on the macro group experience provided by each individual student.

Directions:

Group Feedback (**70 points**) – Students can obtain up to 70 points based upon their group members’ feedback on the Group Feedback Sheets. Each student will provide a confidential evaluation of the other members in their class work group based on specific criteria (only the professor will see who submits what). The professor will then average the scores in each area and provide a total score for each student. Grade sheets should be submitted electronically. **No one in the group receives a grade until all sheets are submitted.**

Practice II Macro Group Feedback Grading Form

Name of Person Being Evaluated

Directions: Using a score of 1-10 with 1 being unacceptable (grade of F) and 10 being outstanding (grade of A), indicate the score you would give the person being evaluated in the spaces below. Add any additional comments to support your scores. Each person will receive an average across all items that will be converted to a percentage and multiplied by the 70 point maximum score.

Effort - Did the person put forth the same amount of effort (maximum) as everyone else in the group/meet the group’s expectations? **Score:**

1 5
10

Communication Skills – Did the person communicate their needs to the group effectively and in a calm and respectful manner that coincides with social work values and ethics? **Score:**

1 5
10

Attendance – Did the person attend all meetings or make arrangements that were acceptable to the group if unable to attend? **Score:**

1 5
10

Punctuality/Timeliness With Deadlines – Did the person turn in required work at the agreed upon group deadlines (not need to be reminded/turn things in late, etc.)? **Score:**

1
10

5

Acceptance/Ability to Work with Feedback – Was the person receptive to feedback given appropriately by other group members, willing to work with this feedback and not become argumentative or hostile or defensive? **Score:**



1
10

5

Cooperation Skills – Did the person display good overall interpersonal group skills (have the ability to play nicely with others)? **Score:**



1
10

5

Overall Contribution to Final Product - Person's overall contribution to the final product.

Score:

Comments:

Remember – You are held to the Social Work Code of Ethics to honestly rate your group members since this feedback can provide them with valuable insight that can help them in their future as social workers. Each member will receive an arithmetically averaged rating in order to learn strengths and areas of growth in group work. Be certain to complete one for EACH member of your group.

ACKNOWLEDGEMENT AND AGREEMENT FOR ACADEMIC INTEGRITY IN

Practice II: Macro Interventions

All written assignments are expected to be the original work of the student. While paraphrasing and some direct quotations are permitted, it is expected this will be done within the context of your own analysis and synthesis of the information read. Paraphrasing is a skill of reading information and, using your own thoughts, summarizing the information in a way that supports the topic discussed. While the paraphrase involves your own thoughts, it originates from a source and that source is cited. Quoting is a matter of taking words, verbatim, from another source and restating them without, or with minimal, manipulation. Quotations are placed in quotation marks (“”) or placed in a block format within the text. Quoting does not involve analysis and synthesizing and, therefore, does not require critical thinking except when used appropriately to support (not substitute) an idea. Because of this, students are discouraged from using significant quotations as this limits your learning experience. Students found to excessively quote will be penalized. Students using words as their own without appropriately citing will be penalized – including failing the assigned project and up to failing the course. Students found to have plagiarized (using words as your own without giving **proper credit**, whether paraphrasing or directly quoting) will also be referred to the Student Affairs. Therefore, it is **VERY** important that students take academic integrity in writing very seriously. If you are in doubt, it is always best to cite your source and/or speak with your professor for more guidance. The Writing Center, Library, and Owl Purdue are also resources that can help you. ***You are required to acknowledge receipt and understanding regarding the policy for academic integrity in this course by signing and submitting the acknowledgement statement no later than the second (2nd) class. Failure to do so will result in consultation with the professor, program faculty and/or Student Affairs and could limit your successful continuation in this course.***

My printed name and signature below confirms that I acknowledge the above mentioned Academic Integrity guidelines for this course. I willingly agree to participate in the class and abide by ALL academic integrity parameters for this course (including ALL university and class policies). I further understand that failure to do so can result in academic penalties including and leading up to failure of the course and referral to Student Affairs.

Student Printed Name:

Student Signature:

Date: _____