

SAN JOSÉ STATE UNIVERSITY
TITLE IV-E CHILD WELFARE PROGRAM - SCHOOL OF SOCIAL WORK

1st Year ADDENDUM to the Learning Agreement

(To be completed by the student & field instructor together, and turned in with the Learning Agreement)

Student _____ Academic Year _____

Field Placement Agency _____

*Throughout the Master of Social Work Program (i.e. field placement, coursework and seminars), students are exposed to the eight areas covered by the Curriculum Competencies for Public Child Welfare in California. This **Addendum to the Learning Agreement** assists the Title IV-E Program in monitoring the Curriculum Competencies for Public Child Welfare attained in field practice. Please read over the competencies listed and indicate with a check mark the task/activity that will facilitate the attainment of that competency. If the student will not have the opportunity to address a particular competency during the course of his/her placement with your agency, check the box marked 'N/A'.*

FOUNDATION COMPETENCIES

I. Ethnic Sensitive and Multicultural Practice

Assessment and referral

COMPETENCY	TASK/ACTIVITY
1.1 Student demonstrates respect, fairness, and cultural competence in assessing, working with, and making service decisions regarding clients of diverse backgrounds.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
1.2 Student demonstrates self-awareness and the ability to address and overcome personal bias in assessing and working with clients of diverse backgrounds.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
1.3 Student demonstrates the ability to conduct an ethnically and culturally competent assessment of a child and family and to develop an effective intervention plan.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
1.4 Student recognizes personal knowledge limitations regarding specific groups and seeks consultation and expertise as needed to assess and work effectively with clients.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

Family engagement and case plan development

<p>1.5 Student understands the importance of a client's primary language and supports its use in providing child welfare assessment and intervention services.</p>	<p><input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A</p>
<p>1.6 Student understands the influence and value of traditional, culturally based childrearing practices and uses this knowledge in working with families.</p>	<p><input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A</p>

III. Core Welfare Practice

Assessment and referral

<i>COMPETENCY</i>	<i>TASK/ACTIVITY</i>
<p>3.1 Student is able to practice basic principles and techniques of interviewing children and families for purposes of assessment, intervention, and service planning.</p>	<p><input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A</p>
<p>3.2 Student demonstrates the ability to perform a preliminary safety assessment and to monitor the safety of the child through ongoing assessment of risk.</p>	<p><input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A</p>
<p>3.3 Student is able to identify the major family, health, and social factors contributing to child abuse and neglect, as well as positive factors that act to preserve the family and protect the child.</p>	<p><input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A</p>
<p>3.4 Student recognizes and accurately identifies the physical and behavioral indicators of abuse, family violence, and neglect, and can assess the dynamics underlying these behaviors.</p>	<p><input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A</p>
<p>3.5 Student demonstrates an understanding of basic child development, and how developmental level affects a child's perception of events, coping strategies, and physical and psychological responses to stress and trauma.</p>	<p><input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A</p>
<p>3.6 Integrating knowledge of individual, family, and cultural dynamics, the student can recognize signs and symptoms of substance abuse in children and adults and assess its impact.</p>	<p><input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A</p>

3.7 Student is able to gather, assess, and present pertinent information from interviews case records, and collateral sources in evaluating an abuse or neglect allegation and making effective referrals for services or further evaluation.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
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Family engagement and case plan development

3.8 Student demonstrates the ability to respectfully relate to, engage, and assess family members from a strengths-based "person in environment" perspective, and to develop and implement a case plan based on this assessment.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3.9 Student demonstrates the ability to engage and work with involuntary clients in a manner that includes the exercise of client self-determination.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3.10 Student understands how attachment, separation, and placement affect a child and family and how these experiences may influence a child's physical, cognitive, social and emotional development.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3.11 Student recognizes the importance of working with biological families, foster families, and kin networks, as well as involving them in assessment and planning strategies.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3.12 Student understands the inherent power differential in working with clients and can effectively manage and balance that power.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
3.13 Student demonstrates the ability and self – awareness to assess his or her own value conflicts or emotional responses to clients, coworkers, and situations and seeks consultation when needed.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

Case management, placement and supervision

3.14 Student understands the principles of concurrent and permanency planning that takes into account the educational, health, and emotional needs of children.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
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<p>3.15 Student is aware of forms and mechanisms of oppression and discrimination pertaining to low-income, non-traditional, and culturally diverse families and uses this knowledge to provide equitable and effective child welfare services.</p>	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
<p>3.16 Student demonstrates knowledge and understanding of the termination process, with clients and with systems.</p>	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

Policy and participation in judicial process

<p>3.17 Student understands the value base of the profession and its ethical standards and principles, and practices accordingly.</p>	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
<p>3.18 Student understands the dual responsibility of the child welfare social worker to protect children and to provide services that support families as caregivers.</p>	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
<p>3.19 Student understands state and federal policy issues and child welfare legal requirements and demonstrates the capacity to fulfill these requirements in practice.</p>	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
<p>3.20 Student understands child welfare legal process and the roles of social workers and other professionals in relation to the courts.</p>	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

V. Human Behavior and the Social Environment

Assessment and referral, case plan development, and case management

<i>COMPETENCY</i>	<i>TASK/ACTIVITY</i>
<p>5.1 Student demonstrates understanding of child and youth development, including physical, cognitive, social, and emotional component's, and can recognize developmental indicators of abuse or neglect.</p>	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
<p>5.2 Student demonstrates understanding of the primary stages and processes of adult development and family life.</p>	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

5.3 Student demonstrates understanding of the potential effects of poverty, bias, inequity, and other forms of oppression on human behavior and social systems.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
5.4 Student demonstrates understanding of the influence of culture on human behavior and family dynamics.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
5.5 Student demonstrates understanding of how the strengths perspective and empowerment approaches can positively influence growth, development, and behavior change.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

VII. Workplace Management

Assessment

COMPETENCY	TASK/ACTIVITY
7.1 Student is able to identify the strengths and limitations of an organization, including its cultural competence and commitment to human diversity, and can assess the effects of these factors on services for children and families.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
7.2 Student understands client and system problems and strengths from the perspectives of participants in a multidisciplinary team and can effectively integrate the positive contributions of each member.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

Case management and supervision

7.3 Student is able to plan, prioritize, and effectively complete activities and tasks within required time frames.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
7.4 Student is aware of organizational risk management issues and is able to prevent or resolve potentially harmful situations.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A
7.5 Student is able to work respectfully and effectively with clients and agency personnel in an environment characterized by human diversity.	<input type="checkbox"/> Case Carrying Activities <input type="checkbox"/> Individual Supervision <input type="checkbox"/> Training/Workshop <input type="checkbox"/> Read Manuals <input type="checkbox"/> Shadow Other Workers <input type="checkbox"/> Staff Meetings <input type="checkbox"/> Collaboration w/ Other Agencies <input type="checkbox"/> Other: _____ <input type="checkbox"/> N/A

