Administrative Unit: Criminal Justice Administration and Social Work Department
Course Prefix and Number: SOWK 425
Course Title: Generalist Social Work Practice III

Digital Descriptions:

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<tr>
<th>STUDENT DESCRIPTION</th>
<th>PAY-HOUR DESCRIPTION</th>
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<td># Cr Hrs — # Lec Hrs — # Lab Hrs</td>
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Catalog Description: Values, knowledge and skills of generalist social work practice in the context of communities and organizations. Offered Fall (Day) and Spring (Evening).

Prerequisites/Corequisites: Prerequisites: SOWK 320, SOWK 290 and acceptance into the Social Work program. SOWK 360 must be taken as a prerequisite or corequisite.

Text:: Many suitable textbooks are available from various publishers and the following list is not comprehensive. Other textbooks may be judged by individual instructors to be more suitable.


CSWE Policy Statement: Social work practice is anchored in the purposes of the social work profession and focuses on strengths, capacities, and resources of client systems in relation to their broader environments. Students learn practice content that encompasses knowledge and skills to work with individuals, families, groups, organizations, and communities. This content includes engaging the clients in an appropriate working relationship, identifying issues, problems, needs, resources, and assets; collecting and assessing information; and planning for service delivery. It includes using communication skills, supervision, and consultation. Practice content also includes identifying, analyzing, and implementing empirically based interventions designed to achieve client goals; applying empirical knowledge and technological advances; evaluating program outcomes and practice effectiveness; developing, analyzing, advocating, and providing leadership for policies and services; and promoting social and economic justice.
Course Objectives: After successfully completing this course, a student should be able to:

Knowledge Objectives:
1. Understand systems theory, and the ecological and strengths perspective as they apply to social work practice with communities and organizations;
2. Understand the knowledge, values and skills of generalist social work practice as they apply to practice with communities and organizations;
3. Understand the interrelationship of community and organizational systems as related to individual client problems and needs and how macro system change affects the individual;
4. Understand the social work process of relationship building, data gathering, problem assessment, intervention, evaluation and termination as applied to community and organizational context.
5. Gain knowledge of the process by which policies are formulated and implemented on the local community and organizational level;
6. Examine various strategies of community and organizational change;
7. Understand the impact of cultural and ethnic diversity on communities and organizations and how group membership may influence access to resources;
8. Understand the historical and current impact of community and institutional oppression on minority populations.

Skills Objectives
1. Be able to assess community and organizational power, resources, needs, values and dynamics;
2. Be able to plan and employ methods of community change to solve problems;
3. Be able to use current community resources to plan and develop new or improved social service delivery systems;
4. Be able to use knowledge of organizational structure to facilitate client problem solving change;
5. Be able to use knowledge of diverse cultural tradition and institutions as resources for effective change;
6. Apply critical thinking skills within the context of professional social work practice with organizations and communities and demonstrate the ability to evaluate their own practice effectiveness and the effectiveness of social service delivery systems;
7. Use communication skills differentially across client populations, colleagues, and communities;
8. Use supervision and consultation appropriate to social work practice.
9. Function within the structure of organizations and service delivery systems and seek necessary organizational change.
Value Objectives
1. Understand the value base of the profession and its ethical standards and principles as they apply to social work practice with communities and organizations, with special emphasis on ethical responsibilities to colleagues, in practice settings, and to the broader society.
2. Understand the forms and mechanisms of oppression and apply strategies of advocacy and social change that advance social and economic justice.

Topical Outline:
The generalist model in the community and organizational context.

Review of the social work change process and its application to the community and organization context.

A review of systems theory: the community as a system; the organization as a system.
Identifying community and organizational values
Historical review of community practice
Historical review of Social Service organization development
Identification of the client system and relationship development in community practice.
- What is the client system?
- Building relationships and rapport
- Promoting client self-determination/empowerment
- Expanding the client system
- Oppressed populations as client systems
- Assessment of community problems
- Methods of data collection; surveys, needs assessment, interviews, group meetings
- Identifying the problems and the target system
- Assessment of the community power bases; political, economic, social, cultural
- Assessment of community service resources
- Assessment of formal and informal community networks with support oppressed populations
- Personal problems vs. public issues

Planning and implementing a strategy for change
- Setting goals: Method and Process
- Developing the client system as a structure to promote change
- Building an effective action system
- Mobilizing for action
- Using committees for planning
- Fostering leadership development--Gender roles and leadership
- Getting to the problem(s)
- Ethical issues in community practice
• Evaluation and termination of the change effort
• Collaborative strategies
• Campaign strategies
• Contest strategies
• Political strategies

Institutional and organizational dynamics and change
• Understanding organizational dynamics and change
• Using the Social Service Organization as a change agent system
• Changing organizations: from the inside and outside: through systemic change
• Funding of change efforts
• Changing discrimination and oppression by organizations
• Evaluations of community and organization practice using methods of survey and program evaluations

Recommended maximum class size for this course: 15

Prepared by: Laura M. Parker

Date: April 30, 2003

NOTE: The intention of this master course syllabus is to provide a general outline of the contents of this course, as specified by the faculty of Columbia College, regardless of who teaches the course, when it is taught, or where it is taught. This generic outline is not intended to restrict the way any individual faculty member teaches the course. The master syllabus, therefore, should be general enough to allow for a diversity of individual approaches to teaching the course, while at the same time it provides guidance on what the course should cover.