



Field Instructor Enrichment Fall 2012

What is the Role of Policy Practice in Reflective
Supervision?

Objectives

- Review reflective supervision best practices
 - Define policy practice within field education
 - Explore strategies and approaches for teaching policy practice
 - Integrate strategies for teaching policy in reflective supervision
-



- **COMPETENCY 8**

Engage in policy practice to advance social and economic well-being and to deliver effective social work services.

Learning Agreement
Competency 8

- 149 students and 140 field instructors responded to our survey Spring semester 2012.
- We asked:
 - What did you teach/learn related to policy practice.
 - Why do you think field instructors rate students higher in policy practice than students rated themselves as compared to the other competencies?

Field Curriculum Outcome Survey 2012

- Field instructors identified their primary area of social work focus as macro and/or clinical.
- 56 selected both macro and clinical and 44 clinical only.
- Comparing these categories the macro or macro/clinical instructors had a higher percentage of: advocating for community policy action, analyzing social policy, formulating policy to advance social well-being of clients, advocating/lobbying administrators to influence policy.

Field Outcome Survey Results

- Students' results indicate a lack of competency in the area of policy across programs. Students and field instructors reported the following reasons for this:
 - Students lack confidence and are hard on themselves
 - Students are engaged in policy but don't know it
 - Policy is complex—students are still learning about it
 - Students don't like policy
 - Students believe their field instructor knows more, has a broader view and is being nice when rating them.

Field Outcome Survey Results cont.

Policy Practice vs Policy Advocacy

Jansson, 2011

- Policy Practice – “...efforts to change policies in legislative, agency, and community settings by establishing new policies, improving existing ones, or defeating the policy initiatives of other people” (p. 15)
 - Policy Advocacy – “...policy practice that aims to help relatively powerless groups... to improve their resources and opportunities” (p. 15)
-

- The maintenance of the well-being of society
- The collective response to social problems
- A position to act, or not to act, on a social issue or problem on behalf of society

- Segal, 2010

- Regulates the provision of benefits to people to meet basic life needs, such as employment, income, food, housing, health care, and relationships

- Karger & Stoesz, 2002

What is Social Welfare Policy?

- The products of social welfare policies
- Examples:
 - Social Security
 - Temporary Assistance to Needy Families (TANF)
 - Women, Infants, and Children (WIC)
 - Food Stamps (Bridge Card)
 - Medicaid & Medicare
 - Veterans' Benefits
 - Child Welfare Programs

What are Social Welfare Programs?

- Social work practice is driven by social policies. These policies determine...
 - How our work is done
 - Who we can serve (eligibility requirements, waiting lists)
 - How many people we can serve (caseload limits)
 - How much we can help/assist (how often we can see a client, limits on the services we can provide, etc.)
- Social workers cannot avoid the influence of social welfare policies in their day-to-day practice

What does this have to
do with SOCIAL WORK?

SOCIAL WELFARE SYSTEM – Includes benefits and services for families who have incomes that are insufficient to adequately nourish children.



SOCIAL POLICY – The Child Nutrition Act created the Special Supplemental Nutrition program for Women, Infant, and Children (WIC).



SOCIAL WORKERS – WIC Program provides food benefits as well as nutrition and health education and, when needed, referrals to social services. Social workers deliver some of these services.

Policy/Practice Sample

- Everyone is a part of the social welfare system
 - 1) social issues, 2) policy goals, 3) legislation and regulation, and 4) social welfare programs
- Everyone is both a provider and a recipient of social welfare
 - 1) creates a “safety net” for all people, and 2) provides services people cannot provide for themselves
- Social welfare services are provided through a number of different approaches
- Social welfare efforts are based on social values and beliefs that shift over time

Importance of Policy

- A social worker for a homeless shelter works with a family who recently moved to the area. Both parents have minimum-wage jobs at a poultry processing plant south of town. Even with their combined wages, they can't afford the expensive health insurance offered by the company or any independent policies. Their three children are in elementary school and doing well. The family also can't find affordable housing in the community. Their older car isn't reliable, so housing outside of town—which might have been less expensive isn't practical. There's a two year wait for Section 8 Housing and the office was not taking applications.

Policy Implications?




WHAT IS YOUR EXPERIENCE
WITH SOCIAL WORK POLICY
PRACTICE?

Teaching Activities

Provide context and link practice principles through a variety of activities:


- Explanations
- Connecting theory/classroom work
- Examples of application to real situations
- Feedback on process or other recordings
- Repetition, Repetition, Repetition



Reflective supervision supports professional development through promoting understanding of what the student brings to the situation that can help or hinder the change process.

Best Practice Guidelines Reflective Supervision

- **Establish a trusting relationship**
 - **Communicate the importance of reflection and supervision**
 - **Foster a reflective process**
 - **Promote professional development**
-



HOW WILL YOU INTEGRATE
POLICY PRACTICE WITH
REFLECTIVE SUPERVISION?

SOURCES

Fortune, A., McCarthy, M., Abramson, J. (2001). Student learning processes in field education: Relationship of learning activities to quality of field instruction, satisfaction, and performance among MSW students. *Journal of Social Work Education* 37 (1)

Jansson, B. S. (2011). *Becoming an effective policy advocate: From policy practice to social justice* (6th ed.). Belmont, CA: Brooks/Cole.

Karger, H. J., & Stoesz, D. (2002). *American social welfare policy: A pluralist approach* (4th ed). Boston, MA: Allyn & Bacon.

Segal, E. A. (2010). *Social welfare policy and social programs: A values perspective* (2nd ed.). Belmont, CA: Cengage Learning.
