

Silberman School of Social Work



**Child Welfare Practice I**

**Session Two**

# Agenda for Today's Session

- Welcome back
- Begin Focus on BUILDING TRUSTING RELATIONSHIPS WITH FAMILIES
- Caseworker competence and values
- How ethical decisions are based on the NASW Code of Ethics
- Demonstrate professional demeanor
- Understand the values of the profession versus personal values
- Use of supervision to guide practice

## What you were supposed to Read & Do

- Read Introduction to the Lukas Text
- Read NASW Code of Ethics
- The Mary Ellen Story:  
<https://www.americanheritage.com/first-chapter-childrens-rights>
- Listen: Radio Lab:  
<https://www.wnycstudios.org/podcasts/radiolab/articles/g-miseducation-larry-p>

## NASW Code of Ethics

<https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>

Social work's core values are:

Service

Social justice

Dignity and worth of the person

Importance of human relationships

Integrity

Competence

# NASW Code of Ethics

<https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>

## **Value:** Service

**Ethical Principle:** Social workers' primary goal is to help people in need and to address social problems

- Social workers elevate service to others above self-interest. Social workers draw on their knowledge, values, and skills to help people in need and to address social problems. Social workers are encouraged to volunteer some portion of their professional skills with no expectation of significant financial return (pro bono service).

# NASW Code of Ethics

<https://www.socialworkers.org/About/Ethics/Code-of-Ethics/Code-of-Ethics-English>

**Value:** Social Justice

**Ethical Principle:** Social workers challenge social injustice.

- Social workers pursue social change, particularly with and on behalf of vulnerable and oppressed individuals and groups of people. Social workers' social change efforts are focused primarily on issues of poverty, unemployment, discrimination, and other forms of social injustice. These activities seek to promote sensitivity to and knowledge about oppression and cultural and ethnic diversity. Social workers strive to ensure access to needed information, services, and resources; equality of opportunity; and meaningful participation in decision making for all people.

# NASW Code of Ethics

**Value:** Dignity and Worth of the Person

**Ethical Principle:** Social workers respect the inherent dignity and worth of the person.

- Social workers treat each person in a caring and respectful fashion, mindful of individual differences and cultural and ethnic diversity. Social workers promote clients' socially responsible self-determination. Social workers seek to enhance clients' capacity and opportunity to change and to address their own needs. Social workers are cognizant of their dual responsibility to clients and to the broader society. They seek to resolve conflicts between clients' interests and the broader society's interests in a socially responsible manner consistent with the values, ethical principles, and ethical standards of the profession.

## NASW Code of Ethics

**Value:** Importance of Human Relationships

**Ethical Principle:** Social workers recognize the central importance of human relationships

- Social workers understand that relationships between and among people are an important vehicle for change. Social workers engage people as partners in the helping process. Social workers seek to strengthen relationships among people in a purposeful effort to promote, restore, maintain, and enhance the well-being of individuals, families, social groups, organizations, and communities.



## NASW Code of Ethics

**Value:** Integrity

**Ethical Principle:** Social workers behave in a trustworthy manner.

- Social workers are continually aware of the profession's mission, values, ethical principles, and ethical standards and practice in a manner consistent with them. Social workers should take measures to care for themselves professionally and personally. Social workers act honestly and responsibly and promote ethical practices on the part of the organizations with which they are affiliated.

# NASW Code of Ethics

**Value:** Competence

**Ethical Principle:** Social workers practice within their areas of competence and develop and enhance their professional expertise.

- Social workers continually strive to increase their professional knowledge and skills and to apply them in practice. Social workers should aspire to contribute to the knowledge base of the profession.

# Personal vs Professional Behavior

What are the most essential feature of being a good caseworker?

Know your client – Meet clients where they are at

Dealing with the anxiety – Tolerating the not knowing/ambiguity

How to use the assessment phase to get to know your client

How to start to develop a plan

What are the presenting problem, possible interventions

# Personal vs Professional Behavior

What are the most essential feature of being a good caseworker?

Don't jump into hypothesis without adequately gathering information

How to address a client in pain

Think about each client as unique & regard with the upmost respect

Change will take time

How has the client coped with problems in the past

Your caring, your dedication, and your interest will go a long way

# How to Make Use of Supervisory Time

Social work supervision should be perceived as a continual learning effort for both the supervisors and the frontline social workers to maintain the quality of service to their clients.

Supervision is a bridge across the education-practice gap.

The most important task of a supervisor is to convey the mission and vision of the agency with passion to supervisees

Your supervisor is NOT your therapist

How much or how little do you share

Keeping the relationship professional

# How to Make Use of Supervisory Time

Supervision is perceived as an interactional process in which a supervisor assists & directs the practice of the supervisee through

Teaching

Administration

Supporting/Advocate

# How to Make Use of Supervisory Time

The purpose is to protect the rights of the less powerful - supervisee & client.

Make a commitment.

Create a supervision contract.

Negotiate the contract with the supervisee but know in advance what is not negotiable for your standards & the organizations. Clarify the lines of authority within the supervisory relationship & organization.

Specify time, place, & duration of supervision meeting.

# Next Class

## UNIT 1: BUILDING TRUSTING RELATIONSHIPS WITH FAMILIES

Culturally responsive practice with children, youth, and families

- Understand cultural competency through self-awareness and self-regulation
- Use empathy, reflection, and interpersonal skills to effectively engage diverse clients and constituencies

To Do:

Read Values and Ethics in Social Work Practice with Lesbian, Gay, Bisexual and Transgender People  
Peg McCartt Hess

Read Chapter One of Where to Start and What to Ask – DO NOT Read Beyond this

Listen: This American Life: Mimis in the Middle: <https://www.thisamericanlife.org/449/middle-school/act-three>

This American Life: The Family that Flees Together, Trees Together:  
<https://www.thisamericanlife.org/177/american-limbo/act-one>



## Final Thought

**When you think to  
yourself – It is not  
fair that people suffer  
as they do**

**Remember - But they  
do and that is why  
you as a social worker  
are here!**