

Looking Forward, Looking Back:

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with

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Presentation Goals

- Explain advantages and disadvantages of employee social work education;
- Describe how graduate social work education for employees can contribute to and sustain agency reform efforts over time; and
- Delineate partnership, organization and department level measures to help social work students mitigate challenges in implementing social work skills and practice changes.

Overview

- New Jersey's Child Welfare Reforms
- 2006-2010: Public Child Welfare Intensive Weekend Program
- 2007: Child Welfare Training Partnership
- 2012: MSW Child Welfare Education Program

Programmatic and curricular commonalities and differences

PCWIW

- Caseworkers, supervisory and management staff eligible
- Single University program designed for the working student: Intensive Weekend model
- Clinical concentration; combined focus on clinical/management practice
- **Specialized courses/curriculum:** child welfare content incorporated in curriculum and 3 specialized electives centered on management practice:
 - Child Welfare Management
 - Supervision and HR Management
 - Theories of Management and Strategic Planning
- **Field education:**
 - Internal Placement and
 - External placement with contract agency

MCWEP

- Supervisory staff who are approved by DCPP leadership
- Partnership between DCF, NASW NJ, and a consortium of four graduate social work programs throughout NJ
- Clinical concentration focused on direct practice and supervisory skills
- **Specialized courses/curriculum:** All students participate in quarterly *Learning Communities*. Two required elective courses taken under lead institution:
 - Leadership and Supervision in Child Welfare
 - Trauma-Informed Child Welfare Practice
- **Field education:**
 - External placements in agencies serving families and children

Purposes of MSW Education

PCWIW

A pioneering moment:

Initiation and early reform

- Retention of qualified employees
- Improve skills and service provision
- Facilitate implementation or sustain practice in accordance with the Case Practice Model
 - Family engagement
 - Strengths-based, solution focused practice
 - Family Team Meetings
 - Child safety, permanency and well-being
- Professionalize workforce
- Develop leadership potential

MCWEP

Realization:

Strengthen and sustain reform

- Enhance the knowledge and skills of supervisors so that they become more confident supervisors and mentors
 - Family engagement
 - Strengths-based, solution focused practice
 - Family Team Meetings
 - Child safety, permanency and well-being
- Development of effective leaders to promote exemplary practice within NJ's public child welfare system

PCWIW:

Retention and leadership development, as of 2017

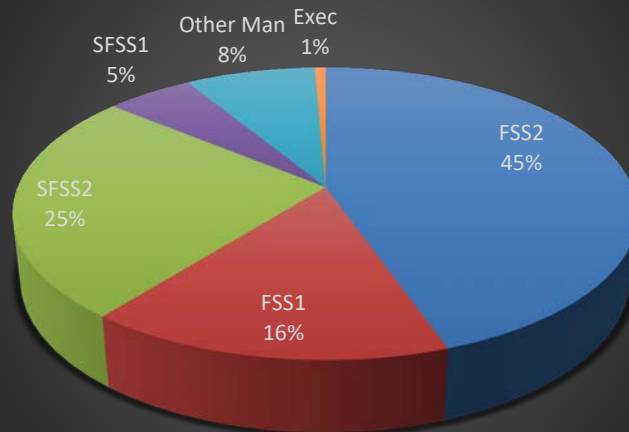
2006, 07, 08 – 2010, n=99

- Retention: 83%
- Career advancement: 64 (79%)
- Departures: 17

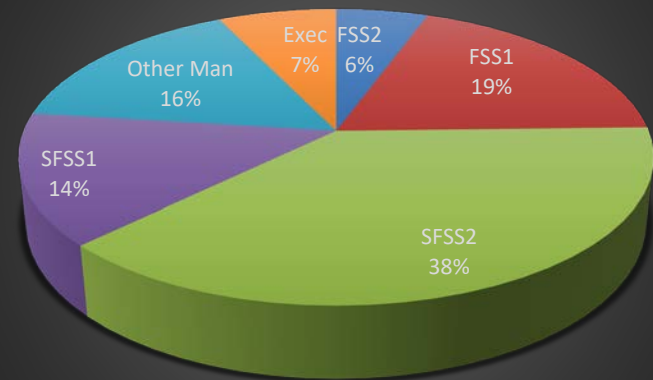
2009-2012, n=53

- Retention: 92%
- Career Advancement: 31 (63%)
- Departures: 4

Positions at the start of MSW studies,
n= 152



Alumni Positions in 2017,
n=126



Take aways:

PCWIW social work educational experience

- Cohorts: the importance of a professional support network during social work education
- Transfer of learning from social work education to the workplace
- Workplace environment and abilities to transfer learning to practice
- The Interface between education and training
- Building social capital and an environment of learning

Take aways:

MCWEP social work educational experience

Learning Community to integrate classroom and field learning experiences and connect these to child welfare practice and supervision

Learning Community to foster a state-wide network of MCWEP participants to disseminate educational information related to child welfare

Promotion of hybrid dialogue among MCWEP participants regarding MSW education and translation of educational outcomes to workforce experiences

Students provide on going process evaluation to ensure program responsiveness to needs of students

Panelist Introductions

When did you begin your career in public child welfare?

...And your MSW education?

- *Role/position, then and now?*
- *Context, relationship to reforms*

What did you learn as part of your MSW education that influenced your practice?

- *at the time you pursued your MSW*
- *into the present?*

What challenges have you experienced in applying what you learned?

- *when you were pursuing your MSW?*
- *currently?*

What was important organizationally?

- *what facilitated applying your social work skills?*
- *what made it difficult?*

QUESTIONS?

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