Field Instruction Initiative

**Program-in-Brief**

# [January 7, 2013]

**Pilot Site / Name of Project:**

California State University, Chico: Supporting Solution-Focused Supervision by Agency Field Instructors.

**Problem Statement (What issue(s) is the project trying to address?):**

Need for improved supervisory skills in BSW and MSW Agency Field Instructors; need for improved consistency and quality of supervision provided to BSW and MSW students in public child welfare agencies.

**Hypotheses/Operating Theory:**

On-going training and support for Agency Field Instructors will improve the quantity and quality of supervision received by BSW and MSW students.

**Description of Project / Intervention:**

A full day workshop and on-going monthly consultation groups held for Agency Field Instructors with a focus on solution-focused supervisory skill development, along with a proactive and structured approach to field education.

**Implementation Start Date:**

Pre-pilot was started on July 1, 2010. Pilot project was started on July 1, 2011.

**Current Project Status:**

Pilot project is on-going, with anticipated completion date of June 30, 2013.

**Project Goals / Achieved Outcomes:**

**1) Build a sustainable approach to the on-going training of BSW and MSW interns at Butte County Children’s Services Department**.

Achieved outcomes: Butte County CSD Staff Development Officer has acquired skills and educational materials to support high quality training of Agency Field Instructors on an on-going basis.

**2) Improve the supervisory self-efficacy of Butte County CSD Agency Field Instructors**.

Achieved outcomes: AFI total scores of Butte County CSD Agency Field Instructors on the Supervisory Self-Efficacy Scale (SSES) improved from pre to post pilot period ending June 30, 2012. Data collection and analysis is in progress for the pilot period ending June 30, 2013.

**3) Enhance child welfare competencies in BSW and MSW students, particularly as they relate to use of supervision, client engagement, and integration of solution focused strategies**.

Achieved outcomes: Student scores on Child Welfare Competency Tracking Form increased steadily over the pilot period ending June 30, 2012. Data collection and analysis is in progress for pilot period ending June 20, 2013.

**4) Enhance the structure of the Tehama County Children’s Services Field Education Program.**

Achieved outcomes: Protocols were developed in collaboration with Tehama County CSD social workers and administrators for selecting Agency Field Instructors and student interns.

**Barriers to Implementation:**

Turnover within county departments has posed the primary barrier to implementation.

**Future Directions:**

Identify key learning activities that are linked to successful internships within a public child welfare setting.

**Participants**

*You may refer to the Levels of Partnership document*

* **Students**

|  |  |  |
| --- | --- | --- |
| Year of initiative (if pilot has been operating for more than 1 year) | Number of foundation year students | Number of concentration year students |
| 2010- 2011 | 0 | 7 |
| 2011-2012 | BSW: 4 | 5 |
| 2012-2013 | BSW: 3 | 6 |

* **County Agency Affiliates (county agency staff stakeholders/collaborators)**

|  |  |  |
| --- | --- | --- |
| Year of initiative (if pilot has been operating for more than 1 year) | Position in Agency | Number of participants at this level |
| 2010-2011 | Assistant Director  Supervisor/Manager  Agency Field Instructor | 1  2  7 |
| 2011-2012 | Assistant Director  Supervisor/Manager  Agency Field Instructor | 1  2  9 |
| 2012-2013 | Assistant Director  Supervisor/Manager  Agency Field Instructor | 1  2  9 |

* **University Affiliates (university faculty and staff stakeholders/collaborators**

|  |  |  |
| --- | --- | --- |
| Year of initiative (if pilot has been operating for more than 1 year) | Position in University | Number of participants at this level |
| 2010-2011 | School of Social Work Director  Field Education Director  IV-E MSW Coordinator | 1  1  1 |
| 2011-2012 | School of Social Work Director  Field Education Director  IV-E BSW Coordinator  IV-E MSW Coordinator | 1  1  1  1 |
| 2012-2013 | School of Social Work Director  Field Education Director  IV-E BSW Coordinator  IV-E MSW Coordinator | 1  1  1  1 |

* **Community Collaborators (community member stakeholders / collaborators)**

|  |  |  |  |
| --- | --- | --- | --- |
| Year of initiative (if pilot has been operating for more than 1 year) | Name of collaborating agency | Position in collaborating agency | Number of participants at this level |
| N/A |  |  |  |
|  |  |  |  |

## Other Stakeholders/Collaborators

|  |  |  |
| --- | --- | --- |
| Year of initiative (if pilot has been operating for more than 1 year) | Who | How many |
| N/A |  |  |
|  |  |  |