AS 1: PROGRAM MISSION, GOALS, AND OBJECTIVES

1.0 Mission Statement of the Wheelock College Social Work Programs

The mission statement of the Wheelock College Social Work Programs corresponds with the mission of Wheelock College – to improve the lives of children and families. The Programs are committed, in principle and practice, to justice-based social work through preparing strengths-based, multiculturally competent social work practitioners who work in partnership with client systems and other professionals to provide services, identify and secure resources, and advance human rights and social and economic justice in all dimensions of their professional practice. This is a mission that reflects the needs of diverse communities within local, national, and global contexts.

The mission of the Social Work Programs at Wheelock College is to:

- Promote human rights and social and economic justice for the most disadvantaged and oppressed populations through the evolving practice, research, and policy work of students, faculty, staff, and alumni. (1)
- Prepare a diverse group of students for beginning and advanced, justice-based, professional and interprofessional social work practice with all client systems. (2)
- Provide leadership in responding to the human service needs of diverse communities of children and families. (3)
- Advance the field of social work, through practice, research, and policy. (4)

This mission statement is consistent with the purpose, values, and ethics of the profession of social work. It provides a context for the goals, objectives, and all activities of both the BSW and MSW programs. Our mission is represented in our philosophy and overarching conceptual framework and informs our practice approaches; it is integrated throughout the Social Work Programs – content, pedagogy, and outcomes. The mission is evident in the participatory teaching/learning environment of both BSW and MSW programs - in the highly engaged classroom environment and advising relationships, in curriculum development, and in cultivating new practicum sites. Our participatory and partnered approach extends to our relationships in the field, across the College, with our alumni, with external constituencies, and to our continuous program renewal.

1.1 Program Goals and Objectives

The goals of each program incorporate the purposes of social work education, contextualize and extend the Social Work Programs’ mission, and delineate specific aims and aspirations for BSW and MSW graduates. These goals express the overall mission in the attainment of program-specific dimensions of social work knowledge, skills, and values.

Stemming from the goals, program objectives demonstrate how the Social Work Programs’ mission is operationalized in the form of specific, measurable outcomes. The objectives guide and define what the curriculum and other activities will provide to students as they move through the programs and graduate. Reflecting the goals for students’ overall learning, the BSW and MSW program objectives additionally identify what BSW and MSW students should expect to achieve as a result of completing all aspects of their education in social work at Wheelock College.
Our most current statements of program goals and objectives represent our intentional work together as a whole faculty in the past few years, during which the Social Work Programs (BSW and MSW) evolved into a more integrated, joined entity. Building on strong foundations in each program, one key result of this recent evolution and integration is more clear, concise, and parallel statements of our shared aims and purpose.

1.2 BSW Program Goals

The BSW program seeks to correspond with the College’s mission to improve the lives of children and families by preparing beginning level, generalist social work practitioners who work collaboratively with clients to provide services, help to identify and secure resources, and advance human rights and social and economic justice. Students are educated in the classroom and the field to understand and work with diverse populations and communities within the context of their natural environments and settings. The goals of the BSW program place generalist practice within a background of the enduring values and ethics that permeate the social work profession and inform the need for lifelong professional learning and development.

The goals of the BSW program are to:

- Provide a generalist base for social work practice, integrating knowledge, skills, and values. (1)
- Infuse throughout the curriculum the values and ethics that guide professional social workers in their practice. (2)
- Prepare graduates to promote human rights and social and economic justice in practice with diverse populations and communities. (3)
- Prepare graduates to implement practice that is multiculturally competent, strengths-based, and grounded in an understanding of the interdependence of human beings and the social environment. (4)
- Prepare graduates who are aware of the responsibility to continue their professional growth and development. (5)

1.3 BSW Program Objectives

Students who successfully complete the course of study for the BSW program will graduate as competent, beginning, justice-based social work practitioners, working to effect social change in the lives of children and families, especially those who are the most disadvantaged, discriminated against, and oppressed.

BSW graduates will demonstrate their success by being able to:

- Apply critical thinking skills within the context of professional social work practice. (1)
- Understand the value base of the profession and its ethical standards and principles, and practice accordingly. (2)
- Practice without discrimination and with respect, knowledge, and skills related to clients’ age, class, color, culture, disability, ethnicity, family structure, gender, marital status, national origin, race, religion, and sexual orientation. (3)
- Understand the forms and mechanisms of oppression and discrimination and apply strategies of advocacy and social change that advance social and economic justice. (4)
• Understand and interpret the history of the social work profession and its contemporary structures and issues. (5)
• Apply the knowledge and skills of generalist social work practice with client systems of all sizes. (6)
• Use theoretical frameworks supported by empirical evidence to understand individual development and behavior across the life span and the interactions among individuals and between individuals and families, groups, organizations, and communities. (7)
• Analyze, formulate, and influence social policies. (8)
• Evaluate research studies, apply research findings to practice, and evaluate their own practice interventions. (9)
• Use communication skills differentially across client populations, colleagues, and communities. (10)
• Utilize supervision and consultation appropriate to social work practice. (11)
• Function within the structure of organizations and service delivery systems and seek necessary organizational change. (12)

1.4 MSW Program Goals

The MSW program goals identify how the program is designed to prepare a diverse group of students with the knowledge, skills, and values for advanced, justice-based social work practice. The goals suggest particular approaches for achieving the mission of the Social Work Programs, provide direction to teaching practices and curriculum development, and inform the MSW student’s focus within the concentration on children and families through specifically linking the program’s intent and purpose with the individual goals of students.

The assumptions embedded in the MSW program goals also result in a definition and expectation of leadership capabilities in graduating, justice-based social workers. These capabilities are cultivated by providing stepping stones for growth, supporting students’ development of a knowledge base and skills, and by evaluating student progress throughout the program. These standards for student development manifest in advanced knowledge, skills, values, and a standpoint of leadership that includes capabilities for creating a more just world through the diverse venues of social work practice.

The goals of the MSW program are to:

• Prepare students to practice justice-based social work with all client systems and with a concentration on children and families, in ways that reflect the values and ethics of the social work profession, in both local and global contexts. (1)
• Prepare students with advanced knowledge and skills to apply, critically analyze, and evaluate the differential use of social work theories, social policies, and social work research in practice with children and families. (2)
• Prepare students to exercise leadership in the development, implementation, and evaluation of social work practice that is strengths-oriented, multiculturally competent, family-centered, and community-based, using an ecosystemic and collaborative framework. (3)
• Prepare students to engage in continuous self-reflection, ongoing professional development, and evaluation of their own professional practice, with the aims of
implementing best practices, enhancing personal development, and seeking to make the greatest contribution to the profession and the world. (4)

1.5 MSW Program Objectives

Students who successfully complete the course of study for the MSW program will graduate as competent, advanced, justice-based social work practitioners, working to effect social change in the lives of children and families, especially those who are the most disadvantaged, discriminated against, and oppressed.

MSW graduates will demonstrate their success by being able to:

- Apply advanced, justice-based social work practices – empowering approaches which affirm and advance human rights and the just distribution of both social and material goods, respecting and celebrating differences of all kinds, including (but not limited to) age, sexual orientation, religion, ethnicity, race, mental and physical ability, socioeconomic status, gender, marital status, political beliefs, and national origin. (1)
- Demonstrate advanced capability to utilize an empowering, ecosystemic approach in the application, analysis, and evaluation of social work theories, policies, and research in practice with individuals, families, groups, organizations, and communities in ways that are also ethical, reflective of the values of the social work profession, and that recognize both the local and global contexts of human experience. (2)
- Demonstrate leadership through the use of strengths-based, multiculturally competent partnerships with other professionals and client systems from diverse cultures and life conditions in practice, policy, and research activities in order to create family-centered, community-based, integrated and coordinated systems of services for children and families who are most at risk due to being disadvantaged by a variety of interrelated social, economic, and political conditions, such as poverty, racism, immigration, and multiple forms of discrimination. (3)
- Demonstrate the ability to utilize an empowering approach to differentially select theories, practice skills, and use of self in the development, implementation, and evaluation of services, policies, access to resources, and other supports to children and families that increase their opportunities for successful life outcomes. (4)
- Demonstrate a commitment to self-reflection and ongoing professional development, which is actualized in the continuous evaluation of one’s practice, a deepening and broadening of practice knowledge and skills, advanced use of supervision and consultation, and participation in training/educational opportunities that focus on new and emerging knowledge and skills in collaborative, strengths-based social work practice. (5)

1.6 Mission, Program Goals, and Program Objectives: Awareness among Constituencies

All of our constituencies, including administrators, faculty members, students, alumni, field instructors, Community Advisory Board members, community partners, and other interested parties are made aware of the Programs’ mission, goals, and objectives in a variety of ways. Key administrators of the College community - such as the President, the Vice President of Academic Affairs/Provost, the Associate Vice President for Academic Resources and Library
Director, and others - have copies of the Programs’ mission and BSW and MSW program goals and objectives. In addition, the Vice President of Academic Affairs/Provost has a copy of the Handbook of Accreditation Standards and Procedures, which the Programs use in concert with other College programs’ accreditation standards in order to develop academic policies and practices that are consonant with the College’s mission, academic guiding principles, and structure.

All new faculty members receive the Social Work Programs’ mission and the BSW and MSW program goals and objectives as part of their orientation. Individual meetings between new faculty members and the Dean, Program Directors, and other faculty also help to instill the meaning of the mission, goals, and objectives, as well as how they are manifest in all aspects of the learning environment, including teaching, advising, informal meetings with students, and course and curriculum development. Goals and objectives for each program are also specifically tied to course objectives and assignments. The mission, goals, and objectives are included in the Social Work Programs’ Student Handbook, the Field Practicum Manual, and the Community Advisory Board Manual, with which faculty become familiar as a matter of course.

Ongoing faculty members engage in continuous reflection on the mission, goals, and objectives as a part of the evaluation of their teaching, advising, and collaboration with internal and external constituencies. As an element of continuous program renewal, the mission, goals, and objectives are discussed at faculty meetings and used in the development, review, and evaluation of course syllabi and in the process of program and curriculum development and evaluation.

Students first hear about the programs’ mission and BSW and MSW program goals and objectives during their respective orientation processes. The BSW students are oriented through:

- Explore Your Major Day (for all undergraduates).
- Declaration of Academic Program (major).
- Meetings with the BSW Program Director.
- Assignment of a social work faculty advisor.
- Individual and group meetings with faculty members and current social work majors.

The MSW students are oriented through:

- The application process (including phone, mail, email, and in-person contact).
- Individual dialogue and group meetings with the MSW Program Director and the Coordinator of Social Work and Field Education.
- The new student orientation at the start of the fall semester.
- Individual and group meetings with various faculty members and other MSW students.

In addition to those opportunities above, prospective students are introduced to the mission, goals, and objectives during the undergraduate and graduate pre-application process, at Open House events and through other admissions activities.
Students incorporate the mission, goals, and objectives through several ongoing means, including:

- They receive copies of the mission, goals, and objectives in the Student Handbook and in the Field Practicum Manual (which are also available online).
- As part of students’ introduction to their respective overall curricula, beginning at orientation, they become familiarized with the Programs’ mission and the BSW or MSW program goals and objectives as a reference point for their questions and conversation with faculty and with each other.
- As the curriculum is continuously presented to students in connection with their coursework, they are encouraged to engage in a dialogue about the program that can be increasingly understood within the context of the Programs’ mission, program goals and objectives.
- The overarching conceptual framework for the Social Work Programs, which is based around the mission, is also communicated and discussed during individual and group advising and in the classroom discourse about how this framework is made real in practice.

In these ways, the mission, program goals and objectives are alive in the general context of both programs and the Programs’ as a whole and in the experience of specific courses and other program activities, so that students become increasingly aware of them, integrate them, and also have an opportunity to contribute to how they are actualized and evolve.

In the field, the Programs’ mission and BSW and MSW program goals and objectives are disseminated in a variety of ways, including:

- All Field Instructors receive written versions of this material in hard copy as a part of the Field Practicum Manual (which can also be accessed online).
- The Field Instructor orientation meetings and training seminar (conducted by the Field Coordinator and various faculty members), explore and clarify the relationship between field education and the mission, program goals and objectives.
- The Field Liaison uses the opportunity to expand the understanding of the relationship between field education and the mission, goals, and objectives in visits to the field site and ongoing conversations with the student and the Field Instructor. These are opportunities to mutually discover particular connections between the Programs’ philosophy and the field sites and within each relationship in the student/Field Instructor/Field Liaison team.
- The Field Coordinator conversations with potential field sites explore the shared intent and mutual fit.
- When a student initiates a placement, an initial packet of information about the program is given to the student to share with the potential site, describing the mission, goals, and objectives and other key information regarding the Programs’ field placement process.

Community Advisory Board members, who in part consist of alumni and representatives of our community partnerships, receive the Programs’ mission and BSW and MSW program
goals and objectives as part of the Community Advisory Board Manual when they join either Board. The mission, goals, objectives are used in Advisory Board meetings to guide discussion about (for example):

- Programmatic and curricular issues, including questions and suggestions about course content and the development of new courses.
- Consideration of new Board members.
- The expansion and development of community partnerships.

An important example of how the Programs’ mission and BSW and MSW program goals and objectives have provided a vital context for the evaluation and evolution of the Social Work Programs overall was in our most recent Strategic Planning process (2003-2004, see AS 8 for more detailed information). In this process, meetings with all key constituencies (e.g., students, alumni, Community Advisory Board members, faculty, staff and field instructors) addressed the commitments expressed in the mission and BSW and MSW program goals and objectives directly, through a participatory process that invited input on a range of questions. The purpose of these meetings was to gather responses to key questions that would help us address the enhancement of the Programs’ existing strengths and transformation of any liabilities, to encourage inclusion of all constituent voices, and to incorporate critical perspectives in the Programs’ growth and evolution in both the near and more distant future. Data from this process have been included in the most recent Strategic Plan report and in a series of ongoing dialogues with key constituents.

The chart below represent the ways that the Programs’ mission is connected to and coordinated with the goals and objectives of both the BSW and MSW programs.

**AS I: Mission, Program Goals, and Program Objectives Chart**

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BPG = BSW Program Goals
MPG = MSW Program Goals
BPO = BSW Program Objectives
MPO = MSW Program Objectives
FY = MSW Foundation Year
CY = MSW Concentration Year
FYO = Foundation Year Objective
CYO = Concentration Year Objective
BSW Program Framework: Curricular Themes & Content

Division Mission
Human Rights & Social and Economic Justice for Diverse Groups of Children & Families who are the most Discriminated against, Disadvantaged, and Oppressed

Curricular Themes
• Promotion of Social & Economic Justice
• Values & Ethics
• Multicultural Competence
• Strengths-Perspective
• Ecological & Systems Perspective
• Partnered Practice
• Reflective Practice
• Career Long Professional Growth

Required Content
• Values & Ethics
• Diversity
• Populations-at-Risk
• Social & Economic Justice
• HBSE
• Social Welfare Policy and Services
• Social Work Practice
• Research
• Field Education

Generalist Social Work Practice
with
Individuals, Families, Groups, Organizations, and Communities

Justice-Based Social Work Practice

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Wheelock College School of Social Work and Family Studies
MSW Program Framework: Curricular Themes & Content

**Division Mission**
Human Rights & Social and Economic Justice for Diverse Groups of Children & Families who are the most Discriminated against, Disadvantaged, and Oppressed

**Curricular Themes**
- Human Rights and Social & Economic Justice
- Social Work Values and Ethics
- Diversity
- Strengths-Oriented
- Ecosystems Perspective
- Partnered Practice
- Family-Centered
- Community-Based
- Interprofessional Collaboration

**Field of Study**
Student-identified focus within the concentration on children & families

**Integrative Project**
Culminating Human Rights Project and Philosophy of Social Work

**Required Content**
- Social Work Values and Ethics
- Diversity
- Populations-at-Risk
- Social & Economic Justice
- HBSE
- Social Welfare Policy and Services
- Social Work Practice
- Research
- Field Education

**Justice-Based Social Work Practice**

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