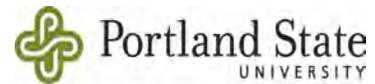


March 13<sup>th</sup>, 2020



School of Social Work

The Association of Community Organization & Social Action  
Community Practice Certificate Committee

Dear ACOSA Partners,

Thank you for this opportunity to submit our application for the Association of Community Organization & Social Action Community Practice Certificate in Community Organizing, Planning, Development, and Change. We have completed the audit and our program aligns well with the required competencies of this certificate.

For a period of three years our faculty worked to redevelop the entire foundation and advanced practice curriculum and in the fall of 2015 began offering our new advanced practice macro concentration titled *Practice and Leadership with Communities and Organizations (PLCO)*, which is focused on an array of community social work practices. We are approaching the end of the fifth year of offering this macro focused advanced concentration. Historically, our school has had a macro focused advanced concentration for twenty years.

This June 2020 approximately 60 students will graduate from the PLCO concentration out of 270 MSW program graduates, reflecting 22% of our graduating class. Nationally, according to the Association for Community Organization and Social Administration and the Special Commission to Advance Macro Practice in Social Work, the estimate of macro-focused graduates is approximately 11%. We are very proud of our intentional macro focus and graduating students who are skilled in community and organizational change processes.

This application includes the following:

- ACOSA Audit (attached)
- Field Practicum Competencies (attached)
- Course Descriptions (pages 2-8)

Thank you for your time in reviewing our application and for being leaders in recognizing the importance of community-based practice within the macro realm of social work. Please contact us if additional information is needed or if you have questions. If approved, we would appreciate the opportunity to offer this certificate to our June 2020 graduating MSW students.

Sincerely,

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**Portland State University School of Social Work: MSW Program  
Course Descriptions and CSWE Competencies**

***SW593 Practice & Leadership with Communities & Organizations I***

This course anchors the three-quarter advanced concentration for social work Practice and Leadership with Communities and Organizations (PLCO). By leveraging learning opportunities in the classroom, in students' field settings, as well as in the community, students will develop the skills and knowledge needed to mobilize empowering and just solutions to complex social problems. This course is designed to support students in developing the following CSWE competencies:

Competency 3: Advance human, social, economic and environmental justice.

Competency 5: Engage in policy practice.

Competency 9: Evaluate practice with individuals, families, groups, organizations and communities.

**Course learning objectives:**

Over the course of the academic year, students will:

- Deepen their ability to employ well-developed assessment and planning practices that advance social justice within organizations and communities.
- Enhance their competence in implementing and evaluating change processes within organizations and communities.
- Hone their skills to effectively collaborate with diverse stakeholders to advance social justice.

***SW594 Practice & Leadership with Communities & Organizations II***

This term is focused on group work, organizational and community assessments. The course is designed to look at organizational and community action planning including building coalitions, popular education, increasing equity, and reducing disparities.

Demonstrates an awareness of the impact of power on the building on collaborative relationships. Use participatory methods to develop collaborative, respectful partnerships with communities and organizations, especially service users. Conduct a thorough racial equity, organizational or community assessment. Develop a strategic action plan to address community/organizational needs and strengths. Demonstrate leadership and skill in human service organizations, in areas such as, policy and task analysis, advocacy, governance, planning, program development, program management, financial development/management, supervision, evaluation, research, disparity reduction, human resources and staff development. Community engagement utilizing popular education formats. Identify and take action on the social determinants of health to promote equity and well-being at the level of individual, group, and community.

Competency 6: Engage with individuals, families, groups, organizations and communities Demonstrate advanced levels of constituency engagement, with effective participatory methods and empowerment practices, to build responsive human services.

Competency 7: Assess individuals, families, groups, organizations and communities. Demonstrates advanced capacity to understand the needs of communities and organizations, with effective abilities to

advance equity across an institution.

Competency 8: Intervene with individuals, families, groups, organizations and communities Demonstrate advanced capacity to design interventions that are likely to advance community empowerment, culturally responsive organizations and improved outcomes for those served by the organization.

**Course learning objectives:**

Over the course of this quarter, students will develop increased competence in:

- Engaging with constituents in ways that increase visibility, voice, and influence of community members
- Assessing the effectiveness of community and organizational practice
- Constructing well-developed plans for community and organizational change.

***SW595 Practice & Leadership with Communities & Organizations III***

This is the third in the three-quarter advanced concentration for social work Practice and Leadership with Communities and Organizations (PLCO). By leveraging learning opportunities in the classroom, in students' field settings, as well as in the community, students will develop the skills and knowledge needed to mobilize empowering and just solutions to complex social problems.

This course is designed to support students in developing the following CSWE competencies:

Competency 3: Advance human, social, economic and environmental justice

Demonstrates, via writing, advanced capacity for professional communications that increases the likelihood for advancing human, social, economic and environmental justice.

Competency 5: Engage in policy practice

Actively engage in public or institutional policy change, ensuring community-identified needs are being addressed.

Competency 9: Evaluate practice with individuals, families, groups, organizations and communities.

Demonstrate advanced ability to assess the effectiveness of policy advocacy practice, including methods for ensuring continuous quality improvement of an organization's policy practice.

**Course learning objectives:**

Over the course of this quarter, students will develop increased competence in:

- Evaluating the alignment of goals to outcomes in community and organizational practice
- Effectively communicating results and recommendations to stakeholders
- Building capacity for individual, community, and organizational well-being.

***SW510 Applied Evaluation***

There is a growing demand in the health and human services for professionals to evaluate program and policy outcomes. This demand reflects the need for accountability with regard to: The needs of the intended beneficiaries of the policy or program. Service users expect and deserve predictable results and identifiable outcomes. The ethical requirements of our profession, which require us to provide the best services possible. The expectations of funders and policymakers for accountability. Increasingly, service providers must describe explicitly how an intervention or program meets the needs of those whom it is intended to serve.

Carefully designed and implemented evaluation research can answer critical questions such as: What group of intended service users does a program actually reach? Did the intervention accomplish its proximate and distal goals? How can interventions or programs be improved to better reach their intended audience and to better meet the needs of those being served?

This course is a master's level introduction to applied evaluation research. It is designed for people who expect to work as or alongside agency directors, program administrators, or policy advocates to evaluate their own organization's policies and/or programs and be able to communicate and work with professional evaluators. The course covers multiple approaches and types of evaluations and how they are embedded in social and political contexts. It also includes practical techniques for program developers and administrators, such as needs assessment, performance evaluation, participatory evaluation, qualitative approaches, and approaches to evaluation that take time and funding constraints into account. Given the focus on applied evaluation within local organizational settings, this course does not include attention to randomized and quasi-experimental evaluation designs.

This course counts towards the required PLCO advanced elective requirements. It is designed to support students in developing the following competencies:

Competency 9: Evaluate practice with individual, families, groups, organizations and communities

Competency 4: Engage in research-informed practice and practice-informed research

Course Objectives:

Upon successful completion of this course, the student will be able to:

- Understand the value and uses of program evaluation, approaches to program evaluation, as well as contextual factors that impact evaluation design.
- Collaboratively construct a comprehensive program or policy evaluation design protocol that is responsive to the structural and sociocultural contexts within which evaluation research takes place.
- Effectively communicate about evaluation design and application to various stakeholders.

### ***SW553 Research for Racial Justice***

Students will develop conceptual frameworks as well as organizationally based policy and practice Intervention skills in the analysis and intervention in racial disparities across different health and human service systems. Working within the mandates that are typically available to social workers (as front-line service providers, supervisors and managers, Board members, equity and diversity managers, and human service executive directors), the course will focus on building individual, organizational and leadership efficacy for advancing racial equity. We will explore the nature of disparities, sociological explanations for such disparities, various reform frameworks, sector-specific disparity reduction efforts, and research skills for building both the evidence on the nature of racial disparities as well as systems for monitoring improvements.

Racial disparities are urgent problems in health and human services, resulting in deep inequities in both entry into various systems and in the outcomes of institutional and systemic interventions. Accordingly, social workers need to build both analysis and action skills at the personal, institutional and societal levels. This course prepares students for rigorous engagement in these efforts. Students will develop an understanding of the field of racial disparities – one of the most pressing in health and human services – and build proficiency in skills to understand, research and reduce disparities in their own fields of interest. They will expand their understanding of best/emerging practices and the literature; to build practice skills in disparity reduction at the individual, institutional and societal

level; to practice developing a disparity identification and elimination work plan for their field site or workplace and to build research skills in disparity identification, reduction and monitoring.

Competency 4: Engage in Practice-informed research and research informed practice

Use practice experience and theory to inform scientific inquiry and research; apply critical thinking to engage in analysis; use and translate research evidence to inform and improve practice, policy and service delivery.

### ***SW559 Community and Organizational Research***

The course prepares students for mezzo and macro research practices that are geared towards creating the evidence base for social change (building the research base to advance reforms); strengthening organizations (designing and using program evaluation to improve programs and organizations themselves); and building the voice and influence of marginalized communities (including local and regional communities and organizational service users).

Competency 4: Engage in Practice-informed research and research informed practice.

Use practice experience and theory to inform scientific inquiry and research; apply critical thinking to engage in analysis; use and translate research evidence to inform and improve practice, policy and service delivery.

### ***SW541 Societal, Community, and Organizational Structures and Processes***

Students will be able to develop a critical understanding of the knowledge and values that inform social, economic, and environmental justice, and how this can be used to advocate for human rights at the individual and system levels. Collect, organize, and critically analyze and interpret information about the organizational and community contexts of diverse clients and apply knowledge of human behavior and the social environment and other multidisciplinary theoretical frameworks in the assessment of organizations and communities

Competency 3: Advance human, social, economic and environmental justice

Demonstrates, via writing, advanced capacity for professional communications that increases the likelihood for advancing human, social, economic and environmental justice.

Competency 6: Engage with individuals, families, groups, organizations and communities. Demonstrate advanced levels of constituency engagement, with effective participatory methods and empowerment practices, to build responsive human services.

Competency 7: Assess individuals, families, groups, organizations and communities. Demonstrates advanced capacity to understand the needs of communities and organizations, with effective abilities to advance equity across an institution.

Competency 8: Intervene with individuals, families, groups, organizations and communities. Demonstrate advanced capacity to design interventions that are likely to advance community empowerment, culturally responsive organizations and improved outcomes for those served by the organization

### **Course Objectives:**

- Deepen understanding of the ways that communities, organizations, and societies enable and constrain all social work practice.
- Expand knowledge of the history, breadth, aims and core strategies of macro practice in social work.

- Develop fluency with theories of change that inform macro practice.
- Gain foundational practice skills necessary to assess organizational and community well-being, and critically analyze and interpret information about the contexts of diverse client populations.

### **SW532 Advocacy & Empowerment**

Builds the advocacy skills to form purposive and equitable partnerships with service users, their communities, and organizations. Includes empowerment-based practices in micro, mezzo and macro work. Healthy critique of the role of the professional social worker as “expert” is examined.

These objectives will support students to develop the following competencies:

Competency 2: Engage Diversity and Difference in Practice

Competency 3: Advanced Human Rights and Social, Economic, and Environmental Justice

Competency 5: Engage in Policy Practice

Competency 6: Engage with Individuals, Families, Groups, Organizations, and Communities (Individuals)

Competency 7: Assess Individuals, Families, Groups, Organizations, & Communities (Organizations)

Competency 8: Intervene with Individuals, Families, Groups, Organizations, & Communities (Individuals and Organizations)

Competency 9: Evaluate Practice with Individuals, Families, Groups, Organizations, and Communities (Organizations)

### **Course Objectives:**

This course has the following learning objectives. Students will be able to:

- Apply partnership practices to organizations that empower service users and inform organizations about improvements that better reflect the priorities of clients and community members
- Identify and apply advocacy practices in strategic ways that maximize empowerment and inclusion, and improve client opportunities
- Understand the risks of adopting a professional identity that is based on helping others, and adopt a more complex professional identity that includes complicity with injustice

### **SW525 Poverty: Policies & Programs**

This course will examine the nature and causes of poverty and inequality in the United States and the impact of economic globalization on social work’s response to these critical social problems. We will study ways in which people in poverty cope and support each other in low-income urban neighborhoods, and examine the ways that work and welfare interact with each other and with informal social supports. We will address policy issues, including those involved in both service and income strategies to relieve or prevent poverty, and will develop skills for effective practice with low-income communities, families and individuals.

### **Course Objectives:**

- Discuss a range of theories of inequality and poverty in modern capitalistic societies and consider their implications for policy and practice;
- Demonstrate an increased understanding of people in poverty, their resources and needs;
- Critically examine policies aimed at mitigating or preventing poverty, including both income and service strategies;
- Demonstrate knowledge of the differential incidence of poverty among various populations, including women and people of color, children and older adults, and people with disabilities;
- Integrate their knowledge of inequality and poverty and an empowerment perspective into their practice with families and communities.

### ***SW585 Fund Development & Grant Writing***

The course will focus on deepening our understanding of the role funding and fund development plays in the nonprofit industrial complex, including supporting and/or impeding work in our communities. This course includes the application of concrete fundraising strategies and grant writing efforts in an environment where social workers are required to create or recreate innovative programs and marketing strategies, including social media. Students will be exposed to program development, logic model development & budgeting, learn to develop accurate case statements and messages, draft grant applications and learn of the importance of relationship to create and sustain authentic and long term fund development strategies.

### **Couse Objectives:**

- Understand the framework for the nonprofit industrial complex and its interaction with funding;
- Understand the relationship between strategic planning and development planning;
- Develop program concepts and understand the importance of budgeting and fund development;
- Develop an organizational or programmatic case statement utilizing effective and accurate messaging;
- Write and submit a grant / foundation application, including programmatic (or) project budget
- Understand the importance of relationship in all areas of fund development (constituents, donors, foundations, organizational staff);
- Identify effective fundraising strategies to ensure alignment with organizational values and mission

### ***SW512 Advanced Field Practicum: Practice & Leadership with Communities & Organizations***

#### ***CSWE Competency 1: Demonstrate ethical and professional behavior***

Demonstrate advanced capacity for professional practice and ethical behavior, and navigate related dilemmas and complexities

Actively uses consultation and supervision; demonstrates critical thinking in all communications; engages in own ethical development as a professional rather than a pre-professional.

#### ***CSWE Competency 2: Engage diversity and difference in practice***

Demonstrate advanced ability to identify how organizational foundations reflect values and beliefs, and identify how to revise these foundations to improve equity and wellbeing for staff, clients and community members.

Applies equity lens to the organization; creates opportunities to improve equity and well-being; leads revisions that enhance well-being.

***CSWE Competency 3: Advance human rights and social, economic, and environmental justice***

Demonstrate advanced ability to identify how organizational foundations reflect values and beliefs, and identify how to revise these foundations to improve equity and wellbeing for staff, clients and community members.

Demonstrates complex knowledge of social justice issues impacting community systems; leads advocacy initiative for removal of barriers with awareness of policy implications.

***CSWE Competency 4: Engage in practice- informed research and research informed practice***

Demonstrate advanced capacity to conduct research that holds potential to advance equity and improve quality of life for marginalized communities. Implements research design that is informed by theory and practice to advance equity.

***CSWE Competency 5: Engage in policy practice***

Actively engage in public or institutional policy change, ensuring community identified needs are being addressed. Policy change reflects community needs within and outside of organizations; leads work in policy changes.

***CSWE Competency 6: Engage with individuals, families, groups, organizations, and communities***

Demonstrate advanced levels of constituency engagement, with effective participatory methods and empowerment practices, to build responsive human services.

Effectively creates new opportunities to lead community engagement efforts to inform service delivery that identifies and responds to community needs.

***CSWE Competency 7: Assess individuals, families, groups, organizations, and communities***

Demonstrate advanced capacity to understand the needs of communities and organizations, with effective abilities to advance equity across an institution.

Effectively creates opportunities to advance institutional equity based on sophisticated understanding of community and organizational needs.

***CSWE Competency 8: Intervene with individuals, families, groups, organizations, and communities***

Demonstrate advanced capacity to design interventions that are likely to advance community empowerment, culturally responsive organizations and improved outcomes for those served by the organization.

Implements and leads action plan to advance community empowerment, equity, and maintain involvement of constituency.

***CSWE Competency 9: Evaluate practice with individuals, families, groups, organizations, and communities***

Demonstrate advanced ability to assess the effectiveness of public policy or institutional policy practice, including methods for ensuring continuous quality improvement of an organization's policy practice.

Designs methods to assess results of advocacy practice and leads or advocates for institutional implementation of continuous improvement.

**Domain 1: Community Organizing**

Competencies	CURRICULUM (i.e. Course Number) Check yes or no and add course reference			FIELD/INTERNSHIP Check yes or no and reference field education or internship requirement			OTHER Check yes or no and reference/describe other educational offerings		
	Yes	No	Course/Code	Yes	No	Requirement	Yes	No	Description
1. Engage effectively with diverse communities and constituencies	x		593	x		512	x		553
2. Communicate effectively in written and oral forms, as well as via social media.	x		593, 594	x		512	x		585
3. Cultivate and promote community-based leadership and capacity that empowers community action.	x		593	x		512	x		510
4. Facilitate meetings and other small and large group process that support identifying community assets and issues, as well as prioritizing and addressing.	x		594, 595	x		512	x		510
5. Educate community constituencies on strategies and tactics of collective community intervention, as well as the internal and external power essential to intervention.	x		594	x		512	x		510 553
6. Mobilize community constituents to address community-identified issues and secure resources or responses to address those issues.	x		594	x		512	x		585
7. Build and maintain coalitions, collaborations, and organizations that sustain community interventions.	x		593, 594, 595	x		512		x	
8. Monitor, assess, and analyze the process for collaborative engagement and collective interventions.	x		595	x		512	x		559
9. Assist communities in monitoring and evaluating their collective intervention and impact.	x		594 , 595	x		512	x		510

**Domain 2: Community Planning**

Competencies	CURRICULUM (i.e. Course Number) Check yes or no and add course reference			FIELD/INTERNSHIP Check yes or no and reference field education or internship requirement			OTHER Check yes or no and reference/describe other educational offerings		
	Yes	No	Course/Code	Yes	No	Requirement	Yes	No	Description
1. Collaborate with the community to critically assess and use their indigenous and diverse knowledge to understand and address community assets, issues, and needs.	x		593	x		512	x		541
2. Assess and analyze the power internal and external to the community that must be targeted to address community issues and needs.	x		593	x		512	x		541
3. Use a broad range of fact-finding and assessment tools and methods to map assets for and barriers to effective community well-being (social, economic, and political)	x		593, 594	x		512	x		541
4. Educate the community on and employ applied research approaches, including community-based participatory and action-based research to examine community issues.	x		594	x		512	x		510, 553, 559, 532
5. Assist community constituencies in developing mission, vision, goals, programs/services, and strategies and tactics for community intervention	x		594	x		512	x		585
6. Support the production of community studies and reports that assess community conditions and assets, strategize on community interventions, and promote larger system responses.	x		594	x		512	x		510, 553
7. Implement community programs, services, and organizations that incorporate and reflect the community assets in addressing community conditions and issues.	x		594	x		512		x	
8. Conduct community campaigns to educate the community and disseminate information on community issues, needs, assets, and interventions.	x		594	x		512	x		585

**Domain 3: Community Development**

Competencies	CURRICULUM (i.e. Course Number) Check yes or no and add course reference			FIELD/INTERNSHIP Check yes or no and reference field education or internship requirement			OTHER Check yes or no and reference/describe other educational offerings		
	Yes	No	Course/Code	Yes	No	Requirement	Yes	No	Description
1. Engage diverse community constituencies to build consensus on plans and efforts to revitalize and develop a community	x		593, 594, 595	x		512		x	
2. Facilitate consensus building and decision-making among diverse community constituencies to network and collaborate on strategies and tactics for community revitalization and development	x		593, 594, 595	x		512		x	
3. Develop human and social capital to support capacity building of individuals, families, groups, organizations, and alliances (partnerships, coalitions, and collaborations) as they interact in communities.	x		593, 594, 595	x		512	x		510
4. Strengthen community leadership and organizational capacity to promote community social and economic development.	x		594, 595	x		512	x		510
5. Support organizational development, maintenance, and sustainability that manages human and financial resources (e.g. budgeting oversight, fundraising, and allocation; human resources policies and procedures) in strategically addressing community needs and issues	x		595	x		512	x		585, 510
6. Ensure equitable and sustainable development to address social, economic, racial, and environmental justice in communities.	x		593, 594, 595	x		512	x		553

**Domain 4: Community/Social Change/Action**

Competencies	CURRICULUM (i.e. Course Number) Check yes or no and add course reference			FIELD/INTERNSHIP Check yes or no and reference field education or internship requirement			OTHER Check yes or no and reference/describe other educational offerings		
	Yes	No	Course/Code	Yes	No	Requirement	Yes	No	Description
1. Mobilizing community constituencies to advocate and contest for social, economic, racial, and environmental justice.	x		593, 594, 595	x		512	x		525
2. Conduct community campaigns to educate and advocate on community conditions and issues and to ensure resources and responses to address those conditions and issues	x		593, 594, 595	x		512	x		525, 585
3. Use power analysis and power building and organizing strategies and tactics to empower communities and advance their issues and diverse assets	x		593, 594, 595	x		512	x		553
4. Support grassroots lobbying and direct lobbying (the latter as feasible) to address larger local, state, and federal legislation and policies that impact community conditions, equity, and the sustainability of communities.	x		593, 594, 595	x		512	x		525, 585
5. Provide facilitation, networking, and other technical skills to support coalition building, collaboration, and other alliances in response to community and social issues in order to advance social, economic, racial, and environmental justice.	x		593, 594, 595	x		512	x		510, 553
6. Demonstrate bargaining, negotiating, and mediation skills to resolve conflicts.	x		594, 595	x		512	x		541
7. Contest and protest as necessary to advance community and social change.	x		594	x		512	x		532

***Practice and Leadership with Communities and Organizations***  
***Advanced Field Placement Learning Opportunities***

The Practice and Leadership with Communities and Organizations (PLCO) concentration engages students in coursework and field placements that support their learning in and with communities, organizations, and systems, as well as increasing skills in working with individuals within communities. Students will learn and practice various approaches to community and organizational change, with an emphasis on understanding and addressing the root causes of social inequities. Through this concentration, students will engage in racial equity, community and/or organizational assessments; they will develop, contribute to, and/or modify organizational and grassroots interventions to advance social justice; they will increase the voices of people who experience marginalization - particularly in program and policy development; and they will engage in community based-research and evaluation. Students will develop the organizational leadership and facilitation skills needed to engage communities in shared learning, build effective coalitions and teams, and lead participatory planning and advocacy efforts.

***Types of Field Placement Settings:***

The focus of this concentration is to support student learning at multiple levels of organizations and with communities and its members. For advanced PLCO students, it is critical that the majority of activities focus on work with groups, organizations and communities. Exposure to direct practice is beneficial and welcomed within the context of increasing social work competencies and well rounded learning. These settings include but are not limited to:

- Community Based Organizations (all fields of practice)
- Large, Bureaucratic Organizations/Systems
- Schools
- Start-Ups
- Campaigns
- Social Enterprises
- Child Welfare
- Juvenile Justice settings

***Examples of Possible Internship Activities that Support Student Learning:***

- **Leadership:** Gain exposure to agency leadership styles, roles and practices; develop, understand and begin to integrate the meaning of leadership and how to incorporate skills in varied settings, and the intersection of direct practice and administrative functioning.
- **Equity:** Engage in organizational assessment for racial equity and/or a community assessment in an effort to obtain input and recommendations for change and/or improvements to practice
- **Group facilitation:** Participate, co-lead and eventually lead the facilitation of groups and engage in collaborative change processes within the organization (ie, with staff, community members, board of directors, etc)
- **Partnership-based methods of analysis & evaluation:** gather, organize, analyze program data, develop summary reports, develop and implement program impact evaluation
- **Fiscal management:** Engage in opportunities to learn about the organizational financial planning and budgeting processes; engage in budget analysis
- **Policy advocacy:** Participate in community forums or advisory councils to represent agency perspectives in policy change and/or implementation
- **Culturally responsive collaboration and partnership building:** Initiate or strengthen collaborative partnerships within the larger community context, including initiation of strategic planning committees to advocate for agency and partner needs
- **Direct practice:** Create intervention action plans